



# CANADA'S TOP EMPLOYERS FOR YOUNG PEOPLE 2012

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# THE WINNER SELECTION PROCESS

## TOP EMPLOYERS FOR YOUNG PEOPLE COMPETITION PROFILE

Do you remember when you got your first-ever job offer? Most of us wouldn't dream of passing up the opportunity, or any opportunity for that matter. It didn't seem to matter to us if the job didn't include a proper training program, flexible hours, or a great salary – come to think of it, it didn't matter to us if the job offered a salary at all.

The Canada's Top Employers for Young People competition is helping students and recent grads realize that we aren't at the mercy of the employer. With so many companies across the country recruiting young people, we have the opportunity to choose where we want to devote our time and energy.

"Young people need to choose their employers wisely," says Tony Meehan, publisher of Canada's Top 100 Employers at Mediacorp. "There's a temptation to choose just any job that comes along, and that can have serious long-term effects. If you're not thinking about mentorship and tuition subsidies, you can find pretty quickly that your career becomes stagnant."

That's why the organizers of the Canada's Top 100 Employers has been organizing this contest annually since 2001, when it was one-tenth the size it is today. This year, over 3,200 employers started the application process, according to Meehan. He says it's one of the most popular of the 19 competitions managed through the Top 100 project.

### THE BEST OF THE BEST

So how do the competition organizers manage to narrow these applications down to the final winners? The most important factors the judges look for are programs that would allow young people to develop their skills and advance quickly up the organizational ladder, whether it's availability of training, co-ops or work-study programs, or educational assistance. Secondary benefits include perks like on-site fitness facilities, flexible vacation time, social activities, and transit subsidies.

The accounting firms are an incredibly competitive category and is always a difficult industry to review. (The competition sponsor, KPMG, has graciously taken itself out of consideration each year.) Why? Their business model requires a steady intake of young people as they are looking at their recruitment needs years ahead of time. "They're doing all the right things, whether it's providing tuition assistance, mentorships, or internships," says Meehan. "The large professional services firms generally hit the ball out of the park on each of those categories."

And let's not forget about the opportunities that western Canada has to offer. As the landscape of the country changes, company growth and momentum has largely shifted towards Saskatchewan, Alberta, and B.C. "BC Hydro has some of the most

challenging projects in the world and there are great opportunities there," says Meehan. "But a lot of employers in the west can't find enough educated, talented young people."

### IT'S GOOD TO BE YOUNG

Even if you're kicking yourself over getting that English lit B.A. over a more practically-minded commerce degree, Meehan urges you not to worry. "We try to ensure that there are employers from every industry recruiting people with a variety of skills," he says. "So we've got software firms looking for people with philosophy backgrounds. A lot of people don't realize that a lot of larger organizations in the country look very favourably on a broad liberal arts background."

And while Canada's workforce is getting older, there are fewer younger people coming out of school as a percentage of the workforce. Even though Canadian youth unemployment is high — 14.7 percent of people ages 15-24 as of March — Meehan says the situation is much brighter for youth who manage to finish high school and obtain a university degree or college diploma.

"We actually think it's a very good time to be a young person coming out with the right educational credentials," says Meehan. "We think there is going to be more and more opportunity."



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# RECOGNIZING CANADA'S LEADERS: THE COMPETITION AND ITS SPONSOR



NOT ONLY DO OTHER EMPLOYERS SEE WHAT THE LEADING ORGANIZATIONS ARE DOING IN THIS FIELD, BUT YOUNG PEOPLE ALSO BECOME BETTER INFORMED ON THE KINDS OF BENEFITS THEY SHOULD LOOK FOR IN A GREAT EMPLOYER."

- KRISTINA LEUNG, EDITOR OF THE TOP 100 PROJECT

Writing about great employers for young people may seem like something new, but this competition is actually one of the original subjects of the Canada's Top 100 Employers project. The first edition of the Top 100 paperback, published 12 years ago, included a list of the "Ten Best Employers for Young People" and since then the list has been expanded to cover more employers and a wider range of stories.

"Our Canada's Top Employers for Young People competition has always been central to the work we do," says Richard Yerema, author of the Top 100 project at Mediacorp Canada Inc. "When I started in this field, my writing focused on great employers for recent graduates – it was the subject of my first guide, The Career Directory. Today's announcement of the 2013 winners of the Young People competition builds on almost 20 years of writing in the field."

One of the distinguishing features of the

competition is that the editorial team at Mediacorp prepares detailed Reasons for Selection, explaining why each of the winning employers was chosen. "These reasons provide transparency in the selection of winners," says Kristina Leung, editor of the Top 100 project. "Not only do other employers see what the leading organizations are doing in this field, but young people also become better informed on the kinds of benefits they should look for in a great employer." Detailed reasons for selection for all the winning employers can be found on the Young People competition's webpage on the Top 100 site.

Interest in the Canada's Top Employers for Young People competition has steadily grown over the years, with a record 75 employers appearing on this year's list. "Canada's demographics are getting older," says Tony Meehan, publisher at Mediacorp. "Employers find it increasingly difficult to recruit the talented peo-

ple they need to make their organizations thrive. The challenge for young people is to identify the employers that will best help them develop rewarding long-term careers."

The significant expansion of the Young People competition has been made possible by the sponsorship of KPMG LLP, a leading accounting and professional services firm that provides Audit, Tax, and Advisory services to businesses across Canada. Through KPMG's sponsorship, the competition has grown in size and now covers employers in every region and industry of Canada. This large undertaking reflects KPMG's long commitment to providing leadership in the area of creating meaningful careers for young people.

As the competition sponsor, KPMG has graciously taken itself out of consideration to appear on the list – and even permits competitors in the accounting field to be recognized for the award. But





the firm's own programs for recent graduates provide a catalogue of best practices, raising the bar for other employers interested in becoming great places to work for young people.

A good example of this can be seen in KPMG's "Fast Forward" leadership development program, which lets university students learn more about the firm and what they can expect in their careers. First and second-year commerce students can apply to attend the three-day program, which takes place each July in Hollywood, California. Last summer, more than 110 students (12 from Canada) took part in the program, providing them with an unmatched opportunity to network with senior KPMG leaders from offices across North America.

But it's not just through high-profile events where KPMG attracts the best and brightest young people. The firm offers a comprehensive set of programs for university students and recent graduates that some other companies its size would do well to emulate. The firm provides ongoing career development for young professionals through tuition subsidies, bonuses for professional accreditation, and opportunities to develop strong men-

## OPPORTUNITIES FOR STUDENTS AND RECENT GRADS AT KPMG



### NETWORKING WITH SENIOR PARTNERS

The firm provides opportunities to network with senior KPMG partners from offices across North America.



### EDUCATION FUNDING

KPMG offers young professionals tuition subsidies, bonuses for professional accreditation.



### CAREER DEVELOPMENT

The firm provides ongoing career development for young professionals.

torship relationships.

More employers are also reaching out to students while they are still attending university. KPMG offers summer internships at their offices across Canada, which introduce students to assignments in all areas of the firm's practice. In addition, the firm holds two popular competitions – "Ace the Case" for students and "Boardroom Skills" for summer interns. These events challenge students to improve their case writing and presentation skills.

But creating a great workplace for young people shouldn't be just about hard work. The best employers also realize that recent graduates want to join organizations where they can build friendships and develop lifelong careers. At KPMG, the firm has a wide range of social events that integrate new graduates into the firm – from Friday afternoon socials to parties to celebrate UFE writing and results.

For new graduates beginning their careers, the Canada's Top Employers for Young People competition provides the starting point to discover how the nation's best employers attract and retain the best and brightest.

# AND THIS YEAR'S WINNERS ARE...

THE JUDGES DELIBERATED LONG AND HARD, BUT THE VERDICT IS FINALLY IN. THEY HAVE NARROWED DOWN THOUSANDS OF APPLICANTS TO THE CRÉME DE LA CRÉME: 75 COMPANIES THAT TRULY BELIEVE YOUNG PEOPLE ARE THE FUTURE. TAKE A LOOK (AND START FILLING OUT YOUR APPLICATIONS!).

## **AbeBooks Inc. | BC**

- New hires have the opportunity to go to lunch with the CEO to discuss their experience.
- Offers generous tuition subsidies as well as subsidies for professional accreditation.
- Provides opportunities to participate in paid internships.

## **airG Inc. | BC**

- Offers an educational assistance program enabling their employees to take external job-related courses for further training.
- Its nextG Leadership program develops core leadership skills of junior team members who have shown strong leadership potential.

## **Accenture Inc. | ON**

- Manages a summer internship program. Interns also have the opportunity to attend a weekend-long student leadership conference in the U.S.
- New analyst hires attend specialized training in the U.S. and participate in a rotational development program.

## **Alberta Blue Cross | AB**

- Offers in-house and online training programs as well as a formal mentoring program and their career planning website, Career Blueprint. This website offers information on how to research and plan for future careers, in order to better prepare employees for conversations with human resources about career directions and opportunities within the organization.

## **Agfa HealthCare Inc. | ON**

- Organized the Agfa HealthCare eHealth Innovation Challenge, providing students across Ontario with an opportunity to share their ideas on how to improve eHealth in Canada. Finalists received an interview at Agfa and winners received a scholarship or an offer of summer employment.

## **Alberta-Pacific Forest Industries Inc. | AB**

- Offers apprenticeships and Aboriginal apprenticeships for a number of roles.
- In partnership with Careers Next Generation and community high schools, the company encourages students entering trades programs at the high-school level through the registered apprenticeship program, welcoming six to eight students per year.

### **AltaGas Ltd. | AB**

- Supports ongoing employee development through generous tuition subsidies, subsidies for professional accreditation, and leadership training.
- Allows employees working toward an apprenticeship to attend classes during work hours and provides a full salary while they complete the in-class portion of the program.

### **Arc'Teryx Equipment Inc. | BC**

- Offers in-house training and an orientation program for all new employees.
- Has an indoor bouldering cave, a beer keg, indoor bike room, open concept workstations, casual dress code and flexible work hours.

### **ATB Financial | AB**

- Offers a graduate training program designed for graduates who may not have extensive experience in investment banking or knowledge of financial world. This two year rotational program spans across a number of business lines, such as risk management, sales and trading, treasury and financial markets, with graduates typically assigned a junior and senior mentor throughout the duration of the program

### **Bayer CropScience Canada Inc | AB**

- Bayer CropScience created promotional career ladders, which outline advancement criteria to help employees plan their future. The company also developed Talent Academy, in partnership with the Haskayne's School of Business, an 18-month program for high potential employees.
- Each summer student is paired with an experienced territory sales manager during their time at Bayer CropScience.

### **Bayer Inc. | ON**

- In addition to offering employees generous tuition subsidies, Bayer manages a Career Flexx program, which allows employees to explore different career options and gain experience through a variety of positions within the company.
- Offers paid internships ranging from three to six months in duration.

### **BC Hydro | BC**

- Through its Youth Hires Program, the public utility offers summer employment in trades and technical occupations for students in order to facilitate their transition from school to a working environment
- Offers graduate technologist-in-training and manager-in-training programs to assist in the career development of students and high potential employees alike.

### **Bombardier Aerospace | QC**

- Participated in The Apprentice, an initiative launched by local universities which provides students with an opportunity to participate in a case study and analysis activity, followed by the opportunity to present their findings to Bombardier's senior management team. The company participated in a similar event for IT graduates in 2011.

### **Bruce Power Limited Partnership | ON**

- Its Youth Power student-run organization, consisting of co-op, summer and internship students that are on Bruce Power's site for a set term, aims to enhance student social life in Bruce County and develop its members' knowledge through lunch and learns, nuclear station tours, and networking opportunities.

### **Cactus Restaurants Ltd. | BC**

- Manages Cactus Career Day, an in-house event held twice a year for employees to create awareness of career options within the organization and identify potential employees for management opportunities
- As part of its mentorship program, participating head office staff and managers are paired with a senior manager or an executive outside of their department where they are exposed to all areas of the business

### **Cameco Corporation | SK**

- Apprentices are offered financial support for tuition, as well as full salary and two return trips to home per academic term.
- Hosts work placements for students enrolled in a variety of post-secondary institutions, including Northlands College, SIAST and NAIT, to name a few.

### **Capital One Bank (Canada Branch) | ON**

- Offers an 18 month analyst development program which also includes formalized training and mentoring components.
- Its two-year finance rotation program includes a series of rotations, from accounting and treasury to corporate planning and business line finance, with specialized training courses and complementing job assignments.

### **Co-operators Life Insurance Company | SK**

- Employees have access to an onsite fitness facility, with subsidized memberships, a massage therapy room, and nap room.
- Maintains an online career management website with resources such as an online resume builder and virtual interview simulator. The company also offers lunch 'n learn career management sessions and an annual career week.

### **ConocoPhillips Canada | AB**

- The company's student program organizes a variety of events and functions, including a welcome event, social networking, and monthly lunch 'n learn sessions, to name a few.
- Manages an early career development program for employees with zero to three year's of experience as well as a finance early development program for financial employees.

### **Critical Mass Inc. | AB**

- In addition to subsidies for tuition and professional accreditation, Critical Mass provides in-house and online training programs and career planning services.
- Also offers paid internship opportunities, through which participants are assigned a mentor and develop a customized learning plan.

**DeltaWare Systems Inc. | PE**

- Encourages ongoing employee development through subsidies for tuition and professional accreditation, in-house and online training programs, and a formal mentoring program.
- Full-time employees receive subsidies for personal development courses and the organization also hosts regular lunch and learn sessions.

**Desire2Learn Incorporated | ON**

- The company organizes social events for co-op students, who also have the opportunity to meet with executives during their term to share their experience and provide suggestions on how to improve the co-op experience.
- Co-op students are also eligible for a referral bonus when they refer other students or applicants for permanent employment.

**Desjardins Group | QC**

- Manages a one-year Young Intern Officer program for participants between the ages of 18 to 30. Participants have the opportunity to work with elected officers, sit in on meetings and discussions, and propose ways to improve service to younger members.
- Supports ongoing training and development with tuition subsidies for courses taken at outside institutions, online, and in-house training.

**DGH Engineering Ltd. | MB**

- Encourages ongoing employee development through subsidies for tuition and professional accreditation, and in-house training options.
- Its engineering graduates have access to senior in-house professionals available for continuous mentorship, and (when appropriate mentorship is not available in house) the firm retains outside professionals to be available on-call.

**Digital Extremes Ltd. | ON**

- Manages a professional development program to help provide funding for full-time employees interested in furthering their development and knowledge.
- Employees enjoy a relaxed work environment with casual dress daily, employee sports teams, and a social committee responsible for organizing social events throughout the year.

**Encana Corporation | AB**

- Manages a new graduate program for technical graduates which includes job rotation through multiple roles, in-house training, and mentorship.
- Encourages ongoing employee development with tuition subsidies for job-related courses, in-house and online training programs, subsidies for professional accreditation, and a formal mentoring program.

**ENMAX Corporation | AB**

- Its engineer-in-training program is a 10-month rotational program for electrical and engineering graduates who have the chance to work under a professional engineer during three rotations of three-month each of rotation include a variety of engineering areas within the company, including: control centre, distribution, environment, vision, generation, power services, transmission, and network.

**EPCOR Utilities Inc. | AB**

- Its engineer-in-training program includes rotational assignments, as well as team and individual work assignments and mentoring by senior level engineers.
- Offers an apprenticeship program through its EPCOR Training Centre. Apprentices who successfully complete the program become certified in their trade by the Alberta Apprenticeship Board.

**Fairmont Hotels & Resorts | ON**

- Offers a leadership development program for recent graduates where participants are placed in a leadership level position for a period of 12 to 18 months rotating through at least two positions in the division depending on an area of their choosing: rooms, food and beverage, culinary, accounting, HR, or spa.

**Fraser Milner Casgrain LLP | ON**

- Summer students have the opportunity to participate in secondments with the firm's clients or other related organizations.
- The firm also manages an in-house shadowing program for students, allowing them to spend the day with lawyers in a professional setting.

**Free The Children | ON**

- Encourages ongoing employee development through in-house training programs and apprenticeships.
- Manages a Remarkable Leadership Stream program, a six-session training program to help high potential employees further develop their leadership skills.

**G Adventures Inc. | ON**

- The company hosts an annual three-day weekend company event where employees worldwide are flown to Toronto to participate in a retreat.
- Rewards top performing employees with trips around the world. Employees are entitled to educational trips, one free trip per calendar year, which includes the cost of airfare.

**Holland Bloorview | ON**

- Its paid 11 week summer medical student scholarship program gives second-year medical students the opportunity to develop their paediatric knowledge, while gaining experience and exploring future career interests in the field of paediatric rehabilitation and development. The program consists of overnight or weekend in-house call with physician back-up, didactic teaching around general paediatric rehabilitation and development and ward or clinic rotations.

**Humber College Institute of Technology and Advanced Learning | ON**

- Employees may take any course offered at the college at a subsidized rate, which also extends to family members.
- Developed Leadership Academy, an 18-month program that consists of two weeks of residential learning, practicum, reflection papers, and mentoring.



### **IKEA Canada Limited Partnership | ON**

- Its Backpackers program is aimed at employees that want to become leaders within the company. Employees spend one year working in different parts of the business in two different countries.
- Many of its locations partner with local educational institutions for co-op programs.

### **Information Services Corporation | SK**

- Hosts a monthly “Lunch with Jeff” event where any employees can sign up to go for lunch with CEO Jeff Stusek, to ask him questions and get to know him.
- Its Executive Pulse Checks, give employees the opportunity to book a meeting with any member of the executive team in order to discuss specific topics.

### **Infusion Development Corp. | ON**

- The company created Tour Infusion Passport, a program that allows employees to work internationally at Infusion’s offices in New York, London, and Dubai, for a year. The company covers the costs of visas and transportation, and situates them in a corporate apartment for the first month.

### **Jazz Aviation LP | NS**

- Manages Jazz Award Week and invites new graduates of aviation and pilot schools to spend a week with the company.
- Participants have the opportunity to meet management and participate in interviews. Some participants are hired into permanent positions and are mentored by experienced pilots.

### **Knight Piésold Ltd. | BC**

- Hosts a number of events for its employees, such as cross country skiing, a hockey competition, social gatherings like local pub nights, and a summer golf tournament, to name a few.
- Its paid internships last anywhere from six weeks to eight months, and are offered to students from all over the world.

### **L’Oréal Canada Inc. | QC**

- The company manages the L’Oréal FIT (Follow-up and Integration Track) program to provide employees with two years of customized guidance and training.
- Manages an in-house training program called Akademia L’Oréal Canada, with specialized training modules for marketing, sales, accounting, finance, and supply chain operations.

### **Loblaw Companies Limited | ON**

- Recently launched Grad@Loblaw, a rotational program for new graduates that covers multiple streams, such as store management, supply chain, merchandising, marketing, IT, finance, and human resources.
- Employees can contact Loblaw Chairman Galen Weston directly through “Ask Galen” on the company intranet, messages are usually answered within a period of one week.

### **Macadamian Technologies Inc. | QC**

- Encourages ongoing employee development through tuition subsidies for job-related courses, formal mentoring program, in-house and online training options, and subsidies for professional accreditation.
- Is currently developing “CreativiDay”, a program which allows employees to allot a percentage of their time to work on personal interest projects, such as blogging and application development.

### **Manulife Financial Corporation | ON**

- Students have the opportunity to participate in events like “Lunch with an Executive.”
- Encourages ongoing employee development with tuition subsidies, in-house and online training programs, mentoring, career planning, and even financial bonuses for the completion of certain courses.

### **Mars Canada Inc. | ON**

- The company’s head office features a number of unique amenities, including an onsite research and development food lab with a full kitchen, wireless outdoor courtyard, employee lounge with television and foosball table, fitness facility (with free memberships, instructor-led classes, and an onsite Wellness Coordinator who provides personal fitness training), outdoor basketball court, and beach volley ball pits.

### **Matrix Solutions Inc. | AB**

- Each spring the company hosts a four-day annual retreat in Calgary. Employees across all disciplines network and share technical expertise. The retreat also includes dedicated training sessions.
- Encourages ongoing employee development with tuition subsidies for job-related courses, in-house training programs, and subsidies for professional accreditation.

### **Meridian Credit Union | ON**

- Manages a retail hire program for entry-level applicants, which includes orientation and opportunities for mentoring.
- Encourages ongoing employee development through subsidies for tuition and professional accreditation, in-house and online training, and a formal mentoring program.

### **City of Mississauga | ON**

- Encourages ongoing employee development with subsidies for tuition and professional accreditation, in-house apprenticeship opportunities, online training, and an online skills inventory.
- The city also manages Building Leadership Capacity, a training program that helps employees of all levels develop their leadership skills.

### **Molson Coors Canada | QC**

- Its “Career Apprenticeship Program for Graduates” is a 2-year rotational program that offers roles in a variety of areas across the company -- management graduates can choose the branding and sales program in marketing, while engineering and science graduates can choose the production stream -- the program culminates with the International Brewing Diploma Exams

**Northwestel Inc. | YT**

- Manages a scholarship program for northern students enrolled in engineering, finance, marketing, or business. The program also includes summer employment opportunities, as well as an opportunity for permanent employment upon graduation.
- Supports ongoing employee education with tuition subsidies for job-related courses, financial bonuses for some course completion.

**OpenText Corporation | ON**

- Encourages ongoing employee development with tuition subsidies for job-related courses, a variety of in-house and online training options, internship opportunities, and subsidies for professional accreditation.
- A growing Waterloo success story that continues to create full-time positions in Canada.

**Peel Regional Police | ON**

- Provides a variety of in-house and online training programs, formal mentoring, career planning services, and tuition subsidies for courses at outside institutions.
- Manages a Youth in Policing Initiative and hired high school students for summer employment. Participants had the opportunity to be mentored and develop on-the-job skills.

**Pelmorex Media Inc. | ON**

- Within its meteorology department, the broadcaster offers four-month paid summer internships to students from atmospheric science programs.
- Also offers internship opportunities within other departments, including programming and technology, and encourages ongoing employee development through subsidies for tuition and professional accreditation.

**Plains Midstream Canada ULC | AB**

- Manages a rotational summer internship program for students that have completed their first year of study in business or engineering.
- Participants are offered summer employment throughout the academic term, as well as a full-time position upon graduation.
- Also manages a graduate internship program targeted to business graduates who have completed the summer internship program.

**PricewaterhouseCoopers LLP | ON**

- Created a development tool called Practice Makes Perfect, which outlines the expectations of new employees during their first year of employment. The firm also manages Yammer, an internal social networking tool that allows employees who are working on projects to connect with colleagues who have similar interests.

**Provincial Health Services Authority | BC**

- Its employed student nursing program is a paid internship program for nursing students interested in pursuing a career in pediatrics, perinatal, or oncology nursing.
- New grad nurses are hired into a 10-week program to transition from novice nurse to novice neonatal nurse to expert level.

**Rescan Environmental Services Ltd. | BC**

- Employees enjoy a relaxed work environment with casual dress Fridays, employee sports teams, and a company-subsidized social committee.
- The company also recognizes exceptional performance with hockey, concert, or movie tickets, as well as cash rewards for the employee-of-the-month.

**Rogers Communications Inc. | ON**

- Encourages ongoing employee development with subsidies for tuition and professional accreditation, in-house and online training, and career planning services.
- Also manages "Walk a Mile in My Shoes," a program that allows employees to work within different roles across the company in order to better understand the customer's experience.

**Roxul Inc. | ON**

- Manages a business trainee program for recent graduates, offering six-month employment opportunities in the areas of customer service, marketing, and technical solutions.
- Encourages ongoing employee development through tuition subsidies for courses taken at outside institutions, subsidies for professional accreditation as well as in-house and online training initiatives.

**RSM Richter Chamberland LLP | QC**

- In partnership with McGill University, RSM created a leadership development program for high potential employees. The firm also pays for language courses and organizes networking events.
- For its summer students, the firm schedules an offsite team building event during the first week of their internship, with a dragon boat activity scheduled at the end of the internship.

**Saskatchewan Gov. Insurance | SK**

- Created a "President's Youth Advisory Council" (PYAC) in 2005 to provide support to younger employees.
- The council hosts an annual one day conference for all SGI employees under 30, which is attended by the organization's executive team.
- The event also includes a Q&A session with the President.

**SaskPower | SK**

- Through its SaskPower youth committee, students can interact with senior managers with events such as power plant tours.
- Its recently formed SaskPower youth network acts as a resource group to young employees 29 years old or younger, with the aim to organize youth targeted activities and assist with the recruitment and retention of young employees.

**Stantec Consulting Ltd. | AB**

- Operates an online career development centre to help employees identify, plan, and achieve their professional goals. The centre offers learning resources such as career planning advice and training recommendations.
- Also created a sustainability faculty to help employees who are preparing for the LEED exam. The faculty has six course offerings and provides interpersonal support.

### **Strangeloop Networks Inc. | BC**

- The company's head office is situated close to Stanley Park and other local amenities, it houses an employee lounge with video games, table tennis, and board games, a nap room (for employees who need a break during the day), and shower facilities for its biking commuters.
- Employees enjoy casual dress, music while working, employee sports teams, and monthly company lunches organized by the social committee.

### **Suncor Energy Inc. | AB**

- Created the Mentorship, Orientation and Support for the Trades (MOST) program to help address the gap in apprenticeship management and learning.
- Manages an Engineer-in-Training program that allows participants to gain experience across multiple areas of the organization.

### **Sunnybrook Health Sciences Centre | ON**

- Provides education opportunities for masters students every year, who work on assignments and are assigned a mentor on the senior leadership team.
- Through the provincial government-funded Ontario youth apprenticeship program, the hospital hires new grads and co-op students in their trades area, as well as plant operations and maintenance employees.

### **City of Surrey | BC**

- The head office includes an onsite fitness facility, employee lounge, and an onsite cafeteria.
- Encourages ongoing employee development with tuition subsidies for courses at outside institutions, subsidies for professional accreditation, in-house and online training initiatives, a mentoring program, and career planning services.

### **Sybase Canada Limited | ON**

- In addition to generous tuition subsidies, Sybase provides all new hires with a mentor, and checks in with them frequently during the first six months of employment. The company also offers career planning services and a variety of in-house and online training programs.
- Created AIM (Advancing into Management), a program to help develop high potential employees.

### **Syncrude Canada Ltd. | AB**

- Provides summer work placement opportunities for high school students, as well as opportunities for student researchers within the research and development department.
- Manages an in-house heavy equipment operator school and power engineering/process operator program to help new and existing employees who are interested in the field.

### **TD Bank Group | ON**

- Manages multiple social committees across the country, including the non-profit Greater Toronto Area Staff Recreation Club, which enables employees to attend events at reduced rates.
- Supports the ongoing development of employees by providing subsidies for tuition and professional accreditation, as well as paid study leave days and an online career advisor tool.

### **TELUS Corporation | BC**

- Manages a rotational leadership development program for university and college graduates, where new grads are hired for an 18 to 24 month period and work in four areas: client operations, marketing, products and services, and channel. At the end of the program participants may apply for any position in one of these areas.

### **TeraGo Networks Inc. | ON**

- In partnership with Humber College, TeraGo offers internship and summer placement opportunities to students of the college's RF Wireless program. They also partner with York University to provide internships to students who are completing their masters' degrees.
- Offers a busy social calendar throughout the year including annual holiday luncheons and a national sales kick-off event.

### **Toronto International Film Festival Inc. | ON**

- Manages WINGS, a unique bursary to help subsidize employee travel costs to film festivals around the world. Employees have travelled to the Sundance Film Festival, the Berlin International Film Festival and the National Cinema Museum in Turin, Italy.

### **Vision Critical Communications Inc. | BC**

- Created the Excel Intern program, which is a paid, year-long mentor-based program for new university graduates seeking work experience. At the beginning of the term, interns are brought together for three days of intensive training conducted by senior members where they learn the basics of market research, writing, and how various departments within the company operate.

### **Whistler Blackcomb | BC**

- Its in-house formal training program for all employees ("The Learning Curve") includes courses on conflict resolution, effective communication, and interview skills, to name a few.
- New programs have recently been added across a number of divisions, including food and beverage, guest services, operations, and retail and rental.

### **YMCA of Greater Toronto | ON**

- Manages a variety of employment programs to assist youth in the community, including the youth careers program, where participants complete four weeks of life skills training.
- Also manages a six-week summer work student exchange program for students between the ages of 16 and 17 and provides them with an opportunity to work in another province.

To learn more about the competition and the companies listed above, visit Canada's Top Employers for Young People online: [www.canadastop100.com/young\\_people/](http://www.canadastop100.com/young_people/)

ACCENTURE

accenture



## KEY FACTS

**Year Established:** 1989

**Number of Employees:** 249,000

**Industry:** Consulting

**Locations:** AB, ON, QC, NB, and BC  
(with offices in 54 countries around the globe)



BY EMBRACING DIVERSITY AND ENSURING A CULTURE OF INCLUSION, ACCENTURE IS ABLE TO ATTRACT TALENT, WHICH IN TURN ALLOWS US TO SERVE OUR CLIENTS AT THE HIGHEST POSSIBLE LEVEL"

- MICHAEL DENHAM, PRESIDENT AND MANAGING DIRECTOR, ACCENTURE IN CANADA.

Accenture is a global management consulting, technology services, and outsourcing company, with more than 249,000 employees serving clients in more than 120 countries. Combining unparalleled experience, comprehensive capabilities across all industries and business functions, and extensive research on the world's most successful companies, Accenture collaborates with clients to help them become high performance businesses and governments.

## WHY ACCENTURE IS DIFFERENT

Technology, industries, and the way we do business is changing rapidly. Have you always wanted to be a part of something big and help shape the future? Accenture

doesn't deal with peanuts. This company is huge. Employees have an opportunity to make a difference on a global level. The sheer scale of capabilities and client engagements differentiates Accenture from most other companies. Many of its clients are global organizations, so employees have the chance to craft solutions and build systems that affect companies around the world — creating the infrastructure of business today.

The company's geographic and client diversity is as great as its diversity across industries. Travel, life sciences, mining, communications, logistics, financial services, retail, and healthcare are just a handful of industries in which Accenture works. Graduates joining the company

can be exposed to multiple sectors and areas of specialization, allowing for a variety of growth opportunities.

## WHY YOU'LL LOVE ACCENTURE

So the work is big and important, but will you feel lost in such a large company? A major perk to working at Accenture is that you get the big company experience, but with important guidance and mentoring as well. People can often feel overwhelmed starting out in large companies, but at Accenture there are programs to help employees focus their careers and feel comfortable.

Every employee is assigned a career counselor to help guide them along their career path. The company offers train-





## HUGH UNDERWOOD

Richard Ivey School of Business, 2011

### How did Hugh join Accenture?

After a fantastic experience as a summer intern, Hugh received an offer to join Accenture full-time after graduating.

### What is Hugh's role at Accenture?

As a management consulting business analyst at Accenture, Hugh works on a variety of strategic and operational projects.

ing and development curriculums, mentoring programs, and leadership training to ensure employees are able to develop professionally and grow their expertise. This is a company that truly believes in a supportive work environment, having invested more than \$800 million in employee and professional development in the 2011 fiscal year.

## THE PERKS

To top it off, Accenture offers its employees a "Total Rewards" package, which includes compensation, a range of other market-relevant benefits, and professional growth opportunities that recognize individual contributions and performance.

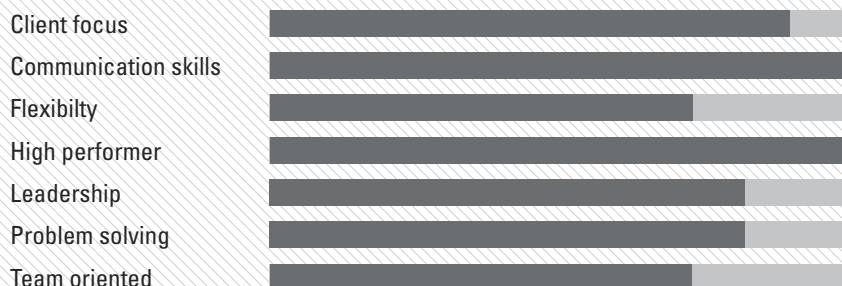
Let's not forget about work-life balance. There are a number of programs employees can choose from to find the work-life balance that best suits them.

Programs include flexible work schedules, fly-backs for travelling consultants, the use of virtual collaboration tools such as TelePresence, and desktop sharing to be better connected.

## HOW TO APPLY

If this sounds like the type of work and benefits you want, Accenture is a student-friendly company that recruits at select universities across Canada. It typically recruits for full-time positions in September and for summer internships in January. Check with your campus career center for details of available positions and any upcoming events that Accenture may be hosting or attending. Recent and upcoming graduates can also search for and apply to entry-level positions online at [accenture.ca/careers](http://accenture.ca/careers).

## WHAT ACCENTURE IS LOOKING FOR



## WHAT ACCENTURE HAS TO OFFER



COMPETITIVE SALARIES



CHALLENGING WORK



BEST PEOPLE



LEADERSHIP SUPPORT



CONTINUOUS DEVELOPMENT

**accenture**  
High performance. Delivered.

**BE > YOUR DEGREE**

This is your invitation to join an organization offering greater opportunity, greater challenge and greater satisfaction.

Visit [accenture.ca/campus](http://accenture.ca/campus)

BE GREATER THAN

# ALBERTA BLUE CROSS



## KEY FACTS

**Year established:** 1948  
**Number of employees:** 900  
**Industry:** Healthcare  
**Locations:** Alberta



WHEN I FIRST JOINED ALBERTA BLUE CROSS, I NEVER DREAMED ONE DAY I'D BECOME A VICE PRESIDENT. THROUGH LEADERSHIP COURSES AND COACHING, I WAS ABLE TO ATTAIN NEW GOALS. I'M STILL ENERGIZED BY MY WORK 17 YEARS LATER!

- MARK RAZZOLINI, VICE PRESIDENT OF HUMAN RESOURCES, ALBERTA BLUE CROSS

Created in 1948 with a mandate to supply basic hospital care, Alberta Blue Cross is now the province's largest supplementary health benefits provider serving more than 1.5 million Albertans with coverage through employer group and individual health plans as well as government-sponsored programs.

Alberta Blue Cross is licensed by the Canadian Association of Blue Cross Plans, which collectively provides supplementary benefits to more than seven million Canadians. An independent, not-for-profit organization, its head office is located in Edmonton with five branch offices across the province. Alberta Blue Cross is a three-time recipient of the Premier's Award of Distinction for Healthy Workplaces, and is

ranked among Alberta's Top 55 Employers and Canada's Top Employer for Young People.

## WHY YOU'LL LOVE ALBERTA BLUE CROSS

Mark Razzolini, vice president of human resources, states Alberta Blue Cross proudly invests in young peoples' careers. "There are many opportunities for growth and development within the company," he says. "Where you start isn't necessarily where you finish." There is also a system of long-term staff mentoring new employees and Razzolini says there are 160 employees who have over 20 years of service. "New employees can tap into that expertise which is a huge advantage," he says.

Involvement in numerous local health and wellness-based initiatives and charities is a way the organization serves the broader community. Introduced this year is an initiative called "Days of Giving" whereby staff are able to participate in charitable volunteer opportunities during the work-day up to a half day per year. Razzolini notes that involvement in charitable campaign committees enables younger staff to show the potential to take on leadership roles. "It's an opportunity for them to demonstrate leadership skills and get involved with something fun in the community," he says. Aside from its own registered charity called Hearts of Blue which facilitates employee volunteering opportunities as well as donations to charitable organizations, Alberta Blue Cross participates in many



## FABIAN ROGOZINSKI

University of Alberta, 2010

### How did Fabian join Alberta Blue Cross?

After graduation he sought a top employer who valued his education and discovered Alberta Blue Cross.

### What is Fabian's role at Alberta Blue Cross?

As a clinical assistant, Fabian uses pharmaceutical and disease state knowledge to determine drug eligibility under a patient's plan received via special authorization from their physician.

campaigns such as United Way and the Children's Wish Foundation.

## WHY ALBERTA BLUE CROSS IS DIFFERENT

Alberta's economy is solid and upwardly mobile. "A lot of young people are migrating to Alberta which makes it an exciting place to be," says Razzolini. Alberta Blue Cross has a uniquely young workforce, in which 76 percent are members of Generation X or Y.

## THE PERKS

Alberta Blue Cross provides up to \$4,000 per year towards each full-time employee's educational advancement. "As long as it's something that will help and enhance their current role or prepares them for another

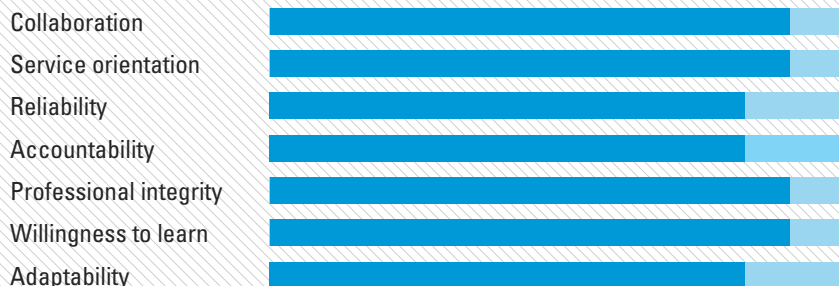
position within the company," says Razzolini. There is also an emphasis on employee wellness. Each year every full-time employee receives \$500 as part of a wellness spending account. The employee has the option of leaving it there or putting it towards a health spending account.

## HOW TO APPLY

Alberta Blue Cross has a diverse workforce with diverse training. While many new graduates with arts and business degrees find jobs here, there's a substantial IT sector, administration and finance areas requiring talent within the organization. Business analysts and systems analysts are also in high demand.

To apply, visit the careers page of [www.ab.bluecross.ca](http://www.ab.bluecross.ca) for more information.

## WHAT ALBERTA BLUE CROSS IS LOOKING FOR



## WHAT ALBERTA BLUE CROSS HAS TO OFFER



EDUCATIONAL  
SUPPORT



EMPLOYEE  
WELLNESS



WORK-LIFE  
BALANCE



PERFORMANCE  
MANAGEMENT



CAREER  
GROWTH

## Awarded as one of Canada's Top Employers for Young People



Imagine going to work each day for an organization where you can earn a competitive salary and **work in a truly great environment**. An environment where you are genuinely valued, recognized for your contributions and encouraged to maintain a healthy work-life balance. A place where career growth and development are supported.

**Imagine your future with Alberta Blue Cross!**



ABC 82751 2012/08

[www.ab.bluecross.ca](http://www.ab.bluecross.ca)



# ALTAGAS LTD.

# AltaGas



## KEY FACTS

**Year established:** 1947

**Number of employees:** 900+

**Industry:** Energy

**Locations:** Alberta, B.C., Nova Scotia and the Northwest Territories

“

**ALTAGAS IS A GREAT PLACE TO GROW! WE OFFER EXCELLENT WORK EXPERIENCE PLUS A FUN, REWARDING AND SUPPORTIVE CULTURE. WHY WOULD YOU WANT TO BE ANYWHERE ELSE?”**

- KENT STOUT, VICE PRESIDENT CORPORATE RESOURCES

Energy production and distribution, AltaGas Ltd. is a big player in this industry and has a three-pronged business model. The first element includes the company's natural gas operations, assets such as extraction plants, pipelines, and numerous processing facilities in B.C. and Alberta.

The company also has a power division, which includes diverse energy production methods, such as coal and gas, but also renewable energy sources, such as hydro, biomass, and wind power (this includes the Bear Mountain Wind Park, which was the first fully-operational wind park in B.C.). In the United States, AltaGas has interests in wood biomass facilities in North Carolina and Michigan.

The third portion of the AltaGas busi-

ness includes its utilities assets. AltaGas owns and operates utility assets that deliver natural gas to end-users in Alberta, British Columbia, Nova Scotia, Michigan and Alaska

## WHY YOU'LL LOVE ALTAGAS

As an expanding company, AltaGas is looking for dynamic young people to help with that expansion. “We’ve experienced tremendous growth since the company started,” says Erinn Desjardins, manager of human resources projects and solutions for AltaGas. “Employees have great opportunity for professional growth.”

Although a new hire might find themselves in one branch of the company, the door to make a transition is always open.

“Employees can work in any of our divisions: gas, power, or utilities,” says Desjardins, or they can excel on the corporate side of things.

“The opportunities are endless,” she adds. “If you’ve expressed interest in learning about another side of the business, AltaGas is really supportive of learning and development. But most important, this is a fun place to work. We celebrate our successes on a quarterly basis, where we take everyone out and generally have a day of rest and fun to celebrate our hard work.”

## THE PERKS

Benefits are never far from the minds of jobseekers, so it's always helpful to know





## ALEX LAM

University of Alberta, 2009

### How did Alex join AltaGas?

Alex learned about the AltaGas New Grad Program through the U of A employment website and applied online.

### What is Alex's role at AltaGas?

As a project engineer with the gas group, Alex is working to complete a major gas plant upgrade in Central Alberta.

where a company stands. "There's no waiting for health and dental benefits, and it's 100 percent employer-paid," says Desjardins. "We also have access to discount programs at various retail, automotive, and professional services throughout Canada."

You can't throw a rock these days without hitting someone who has student loan debt, which is something that AltaGas recognizes. "We have fantastic education assistance and tuition programs, where up to 100 percent of the costs associated with an employee's post-secondary program are fully reimbursed," says Desjardins. "That's open to the company's whole demographic, not just young graduates." In terms of bonuses, the company offers multiple options. "We have short-term incentive plans where bonuses are paid out annually, but we

also have long-term cash incentives."

The company also helps the community through a program called HEROIC, where AltaGas offers paid time off to employees so they can volunteer.

## HOW TO APPLY

The company's new grad program recognizes the importance of starting employees out on the right path. "Every year we hire a select group of graduates into our organization and rotate them through four different areas of the business over a two-year term, after which they're permanently placed," explains Desjardins. "It's an intense, challenging work experience, but it develops technically skilled, confident, motivated, and innovative people."

The best way to apply is through the company's website, or by sending an email to [careers@altagas.ca](mailto:careers@altagas.ca).

## WHAT ALTAGAS IS LOOKING FOR



## WHAT ALTAGAS HAS TO OFFER



COMPETITIVE SALARIES



SAVINGS & PENSION



CASH INCENTIVES



ATTRACTIVE BENEFITS



LEARNING & DEVELOPMENT

# AltaGas

## We're in a lot of good places



[www.altagas.ca](http://www.altagas.ca)

BC HYDRO



## KEY FACTS

**Year Established:** 1961  
**Number of Employees:** 5,875  
**Industry:** Energy (electricity)  
**Locations:** British Columbia



BC HYDRO IS A 'FOR GENERATIONS' COMPANY; WE POWER BRITISH COLUMBIA WITH CLEAN, RELIABLE ELECTRICITY, NOW AND IN THE FUTURE. IT'S AN ACCOMPLISHMENT THAT EVERY EMPLOYEE CAN TAKE PRIDE IN."

- DEBBIE NAGLE, SENIOR VICE PRESIDENT & CHIEF HUMAN RESOURCES OFFICER

Hydroelectric power is a central to British Columbia's economy and environment. As a crown corporation regulated by the B.C. Utilities Commission, BC Hydro is one of North America's leading providers of clean, renewable energy. Without industry competition, it is the largest electric utility in British Columbia, serving 95 percent of the province's population which is approximately 1.9 million customers. Through its efficient integrated hydroelectric system, British Columbians enjoy some of the continent's lowest electricity rates.

BC Hydro's mandate is the generation, transmission, and distribution of electricity, delivering clean, sustainable energy to meet growing needs while managing the environmental impacts. Since its establishment in 1961, BC Hydro has executed some of

the most ambitious hydroelectric construction projects in the world.

## WHY BC HYDRO IS DIFFERENT

Lesley MacDonald, manager, diversity & talent management at BC Hydro notes there are many advantages for students looking for work in the energy field. "B.C. is a very resource rich economy, and BC Hydro has world class programs in conservation and sustainability. For young graduates seeking work that contributes to the greater good — this focus really resonates."

As a sizable organization of over 5,000 employees, BC Hydro has the scale to allow young workers to get exposure to various aspects of the business. This allows them to develop their career plans and access the

many tools available to help them grow and develop their skills.

## WHY YOU'LL LOVE BC HYDRO

Students value their experience at BC Hydro by rating it a pick on the Top 100 IDEAL Employers list. BC Hydro recognizes that young workers are looking for challenges, varied tasks, and opportunities for promotion. The company supports their desired work style by providing a flexible and friendly work environment with opportunities for career exploration.

The extensive learning and development programming provides broad, innovative learning opportunities online, on the job, with mentors or coaches, and in more formal educational settings to help younger employ-

# SKA-HIISH MANUEL

Thompson Rivers University, 2006  
University of British Columbia, 2011

## How did Ska-Hiish join BC Hydro?

Ska-Hiish applied to a job posting for an Engineer-in-Training role.

## What is Ska-Hiish's role at BC Hydro?

Engineer-in-Training in BC Hydro Generation and part of the leadership team of the Aboriginal Employee Network.

ees understand how to advance their career.

Aside from strong entry-level programs such as outreach representatives, co-op, internships, trades trainee, and apprenticeship programs, BC Hydro has many community and affinity groups to help young employees network and develop their skills. Some examples are the BC Hydro Green Teams (conservation focus), an Engineers without Borders Chapter (first corporate chapter), Aboriginal Employee Network, Women's Network, Hydro Employee Multicultural Society, Metro Employees Social Club, car-pooling, and a bike buddy program.

## THE PERKS

Young people also have the option to engage in a multitude of social activities with others in the organization who share their passions. Events like BC Hydro's "Walk the Grid" or "Extreme Makeover" programs

focus employees on their personal and team health, whereas sporting events such as our annual volleyball or hockey tournaments bring employees together from all over the province.

Living and working in British Columbia is a major draw to many graduating university students and young adults alike. There is the culture of a progressive, fast-paced, and large city, mixed with stunning natural attractions, which provide for an active outdoor lifestyle. Lastly, MacDonald adds, BC Hydro offers young employees “a competitive starting salary, an excellent benefits package, and good work-life balance.”

## HOW TO APPLY

Prospective applicants can apply by mail or through BC Hydro's online career page at [http://www.bchydro.com/careers/how\\_to\\_apply.html](http://www.bchydro.com/careers/how_to_apply.html).

## WHAT BC HYDRO IS LOOKING FOR

| Soft Skill             | Percentage of Respondents |
|------------------------|---------------------------|
| Communication skills   | 100%                      |
| Strong work ethic      | 92%                       |
| Problem solving skills | 88%                       |
| Positive attitude      | 95%                       |
| Strong team player     | 90%                       |
| Time management        | 82%                       |
| Adaptability           | 85%                       |

## WHAT BC HYDRO HAS TO OFFER



## COMPETITIVE SALARIES



## VALUES BASED CULTURE



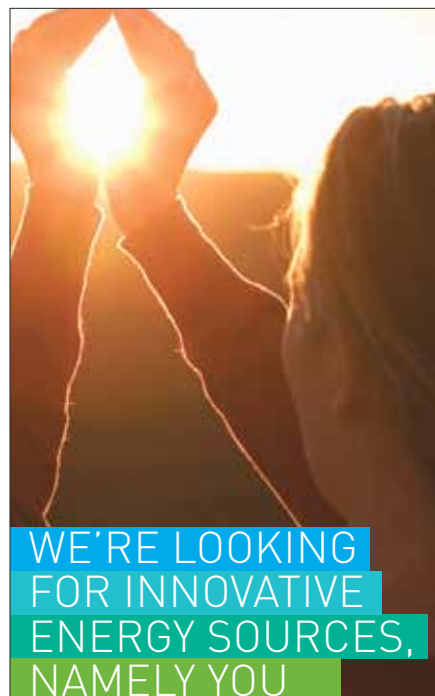
## WORK-LIFE BALANCE



## COMMUNITY IMPACT



## CAREER DEVELOPMENT



WE'RE LOOKING  
FOR INNOVATIVE  
ENERGY SOURCES,  
NAMELY YOU

We believe in the power of people. And, we're committed to helping exceptional individuals realize their potential and rewarding them with challenge, opportunity and industry-leading benefits.

At BC Hydro, we offer exciting and diverse career training programs for students, recent graduates and those looking to begin a career in areas ranging from skilled trades, various engineering disciplines to business solutions and management positions.

For more information on the programs we have available, please visit [bchydro.com/careers](http://bchydro.com/careers) and take a look at Students & Grads.

If you're interested in these exciting opportunities, apply online or sign up for a Job Alert on our website and we'll notify you when postings are available.

Help us build a brighter energy future  
for generations and for you.





# DESJARDINS GROUP



## KEY FACTS

**Year established:** 1900

**Number of employees:** 44,645

**Industry:** Financial services

**Locations:** Quebec, Ontario & Alberta



**AS CANADA'S LEADING COOPERATIVE FINANCIAL GROUP, DESJARDINS OFFERS DIVERSIFIED CAREER OPPORTUNITIES, WHERE YOUR SKILL AND INNOVATIVE IDEAS CAN MAKE A DIFFERENCE"**

*- STATES CHAIR OF THE BOARD, PRESIDENT AND CEO, MONIQUE F. LEROUX*

Desjardins is consistently recognized across Canada as one of the most desirable companies to work for. Did you know that Desjardins is one of Canada's Top 100 Employers? Offering a stimulating work environment for their 44,645 employees is part and parcel of the cooperative business culture.

## WHY DESJARDINS IS DIFFERENT

Working for Desjardins means being a part of an organization that focuses on people and communities. In fact, since Desjardins is a cooperative, protecting the interests of its members and clients is a priority, and this shows in its range of profitable, secure financial products and services.

Its commitment to financial education begins as early as primary school and into high school with the School Caisse and Student Caisse respectively. Youth are taught the basics of personal finance, and the values of collaboration through supervised cooperatives in over 1,100 primary schools in Quebec and Ontario.

## WHY YOU'LL LOVE DESJARDINS

As the largest private employer in Quebec, Desjardins employees have access to positions in some 20 fields across the province, across Canada and abroad, through its caisse network and its subsidiaries in life and health insurance, property and casualty insurance, securities, venture capital, asset management

and business services. To learn more about professional opportunities at Desjardins Group, watch the career videos at [www.youtube.com/desjardinsgroup](http://www.youtube.com/desjardinsgroup), Career playlist.

Desjardins has a lot to offer as an employer. With 16 percent of its current workforce from the Gen Y demographic, it understands what an attractive workplace needs to offer. And with the emphasis of education at the forefront, it is no surprise employees are actively engaged and learning throughout their entire careers.

"We place a great deal of importance on training and skills development, and we encourage our employees to seek advancement within the organization,"





## How did Connie join Desjardins Group?

## What is Connie's role at Desjardins Group?

says Louise Grégoire, director, Strategy, Recruitment and Staffing at Desjardins.

Staying true to form, Desjardins supports youth throughout all their academic years as they are encouraged to seek experience through its paid internship program. Also, some caisses offer the Young Intern Officer program, a unique one-year internship opportunity to work with the Board of Directors. Students gain a macro level perspective and the chance to hone their strategic planning skills. The majority of these programs are offered in Quebec and Ontario.

“Desjardins Group strives to remain a leader when it comes to enabling work-life balance for employees,” says Grégoire. “We have taken concrete steps

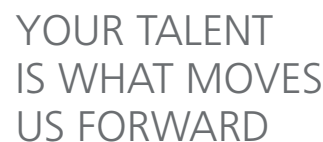
to make sure we can meet our business goals and make it easier for our employees to take care of their own needs.” In 2012, these efforts earned Desjardins a place among Canada’s Top Family-Friendly Employers.

Candidates apply online at [www.desjardins.com/career](http://www.desjardins.com/career) to create an online profile. Check out the bursaries while you're there. Depending on the region, bilingualism is not required. For example, an employee based in Toronto, Calgary, Mississauga, or Ottawa doesn't need to be bilingual. However, it's an important asset for components that serve French and English-speaking clients, such as in Quebec, certain caisses, and call centres in Ontario.

## WHAT DESJARDINS GROUP IS LOOKING FOR



## WHAT DESJARDINS HAS TO OFFER



**Start a career  
with Desjardins**



youtube.com/desjardinsgroup,  
Career Playlist



## Cooperating in building the future

ENCANA



## KEY FACTS

**Year established:** 2002

**Number of employees:** 4,000

**Industry:** Energy

**Locations:** Alberta, Nova Scotia, Wyoming, Colorado, Michigan & Texas



**ENCANA'S COMMITMENT TO EMPLOYEE DEVELOPMENT, STRUCTURED CAREER PLANNING, AND STRONG PERFORMANCE MANAGEMENT MEANS EMPLOYEES HAVE THE SKILLS AND RESOURCES TO BE SUCCESSFUL."**

*- PAT MACDONALD, VP, HR & COMMUNICATIONS*

While the Encana name is only a decade old, the company's emergence has been a long time in the making. The company was formed in 2002, with the merger of the PanCanadian Energy Corporation and Alberta Energy Company Ltd. From the lineage of those two companies a path can be traced back to momentous times in Canadian history. Back in the days just after the CP railroad was founded, a company crew discovered natural gas in Alberta in 1883, leading to the creation of a company for extracting the resource, which was a precursor to the resource companies of today generally and Encana specifically. It's an involved and nuanced story, but suffice it to say that the seeds of Encana were sewn over 100 years ago.

## WHY ENCANA IS DIFFERENT

Headquartered in Calgary, Alberta, Encana is a significant North American energy producer, and one of the largest producers of natural gas in Canada. With strong concentrations in Alberta and northern B.C., the company's assets in Canada include gas wells and coal bed methane extraction operations, and most recently an offshore natural gas extraction and processing operation called Deep Panuke. Located just off the coast of Nova Scotia close to Halifax, the offshore project will involve a subsea pipeline that will transport the gas. The operation expects to start producing later this year.

In the U.S., operations are located in various regions, including Wyoming, Colorado, Michigan, and Texas, with more develop-

ments in the works. In addition to their resource extraction and processing facilities, Encana also operates six compressed natural gas fuelling stations in the U.S. and Canada.

Encana actively recruits in order to fuel the company's growth, and they spend a great deal of time on recruiting young blood into the organization.

"We have a unique summer student and new grad program," says Shelley Lausberg, the company's Lead in Campus Relations. "We go to around 12 different schools and do campus fairs, interview students, and develop relationships with them."

## WHY YOU'LL LOVE ENCANA

Part of that development involves programs designed to illustrate to students the



## MITCH DOW

University of Calgary, 2011

### How did Mitch join Encana?

After a summer field term in 2009 and an office term in 2010, Mitch was accepted into the New Grad rotation in the fall.

### What is Mitch's role at Encana?

Mitch is a production engineer in Clearwater North - Parkland JV/Dry Gas.

big picture of what Encana represents and the individual's place in it.

"In our new grad program, we put [students] through different job rotations throughout their term," says Lausberg. "Depending on their discipline, for about 12 to 18 months, they'll go into different resource plays, into different business units, and work under different leadership." This varied job experience can make a big difference when it comes down to define a student's future career. "When they are done seeing the varied parts of the company, they can choose what path they want to take going forward," says Lausberg.

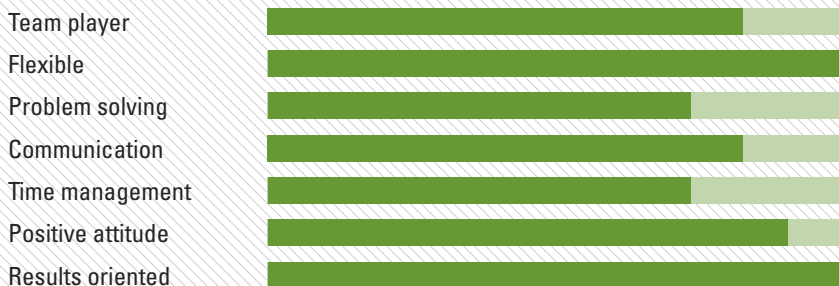
Moreover, new employees are given multi-faceted support upon joining the company, including access to learning opportunities. There are various areas of training offered at Encana to inspire a well-rounded understanding of the business

"In addition to job rotation, we also offer continuing education assistance, career development opportunities, and orientation," says Lausberg. "We offer business acumen training, which can include regulatory safety, financial evaluations, and personal effectiveness training."

### HOW TO APPLY

For interested job seekers, Lausberg points to the company website's careers section ([encana.com/careers](http://encana.com/careers)) as a vital resource. "We post all of our student positions on the website and we hire almost all of our new grads out of our student pool," she says, explaining the importance of signing up for the summer student program. "Once a student is in our system, working for the summer, it gives them the chance to get hired on."

### WHAT ENCANA IS LOOKING FOR



### WHAT ENCANA HAS TO OFFER



BONUSES & INCENTIVES



PAID TIME-OFF



ANNUAL ALLOWANCE



VOLUNTEER PROGRAM



EMPLOYEE REFERRAL

Explore your  
energy future  
with us.

encana<sup>™</sup>  
natural gas

twitter/facebook/linkedin/youtube  
[encana.com](http://encana.com)



# FAIRMONT HOTELS & RESORTS



## KEY FACTS

**Year established:** 1907

**Number of employees:** 30,000

**Industry:** Hospitality

**Locations:** HQ in Toronto, Ont.

(with hotels in 65 destinations around the globe)



FAIRMONT IS IN A UNIQUE POSITION TO OFFER BOTH WORLD-CLASS HOTELS AND EXCEPTIONAL EXPERIENCES. IT'S THROUGH OUR COLLEAGUES THAT WE WILL CONTINUE TO DIFFERENTIATE OUR BRAND."

- JENNIFER FOX, PRESIDENT

Fairmont hotels & resorts is a leader in the global hospitality industry, with a distinctive and worldwide reputation for excellence. Their diverse portfolio includes historic icons, elegant resorts, and modern city center properties. From the beaches of Hawaii and Bermuda to the heart of New York City, all of their hotels offer a superior guest experience that is uniquely "Fairmont."

The Fairmont collection includes such luxury accommodations as the Fairmont Château Lake Louise, and The Fairmont Royal York in Toronto, steeped in history and a city landmark. Their hotels and resorts are situated in some of the most breathtaking and pristine areas in the world. Travelers from across the globe associate Fairmont with the most inviting beaches, challenging

golf courses, and exhilarating ski hills.

Fairmont is also a leader in their industry in environmental sustainability, with a focus on improvements in waste management, as well as energy and water conservation at their properties. Fairmont also supports innovative community outreach programs involving local groups and partnerships.

## WHY FAIRMONT IS DIFFERENT

Hotels under the Fairmont banner offer guests an extraordinary place that is created by combining unique architecture and structure, expressive decor and artistry, and magnificent features all in one great location. But the beautiful landscape and elegant interiors are not the only things that set Fairmont apart from their competitors.

"When we visit campuses to talk about Fairmont, what really strikes a chord with students is that we come across as down-to-earth, warm, and welcoming," says Jennifer DiRaddo, Manager of Campus Recruitment for Fairmont. "We take the time to answer everyone's questions and that care is what is really true to our brand."

"Everyone who works at Fairmont is empowered to be creative in their job. We want to make the Fairmont experience a memorable one for guests, so we encourage staff to put the creativity that we saw in their job interview to good use when connecting with our guests. Our employees are free to pick up on cues from the guests, develop relationships with them, and then take that and run with it. Not many companies in our industry make that possible."





## RY VIEIRA

Ryerson University, 2010

### How did Ry join Fairmont?

After graduation, Ry joined Fairmont's Leadership Development Program at the Fairmont Singapore and is currently helping open the new Fairmont Baku in Azerbaijan as assistant front office manager.

### What is Ry's role at Fairmont?

Currently, Ry is helping to open the new Fairmont Baku in Azerbaijan as assistant front office manager.

## WHY YOU'LL LOVE FAIRMONT

Fairmont offers their employees opportunities for career development through mentorship, internship opportunities, as well as a leadership development program that allows new graduates to get a foot in the door.

"Through our leadership development program, new grads can enter at a supervisor or assistant manager level right away," says DiRaddo. "Our competitors tend to have management training programs but often the candidates will be entering at an entry level and rotating around the hotel, but we accept them into the program right away at that entry management level."

## THE PERKS

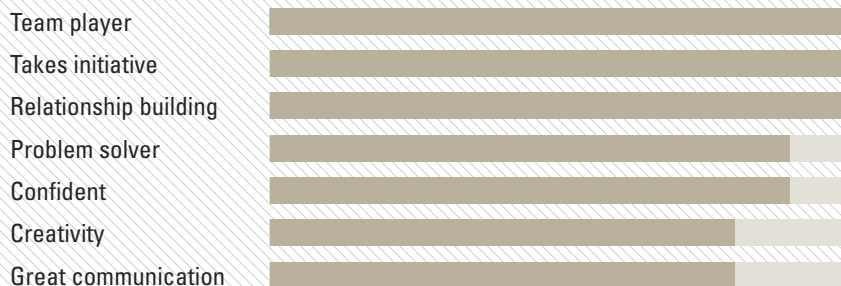
Just like they care about the experience of their guests, Fairmont cares about the health and well-being of their employees

and offers a number of perks, including a comprehensive benefits package (specific to the province in which the hotel or resort is located), opportunities for continuing education through their Fairmont Global Learning Centre, e-Cornell courses, as well as discounts on hotel stays, the spa, golf courses, and Fairmont retail items.

## HOW TO APPLY

All interested candidates are invited to submit their application online by visiting [www.fairmontcareers.com](http://www.fairmontcareers.com) and using the 'Search Positions' feature. From there, candidates can create a profile and receive alerts about upcoming jobs. An extra tip for job seekers is if you already know someone working at Fairmont, you can contact them and have them refer you through the company's internal "Talent Scout" program.

## WHAT FAIRMONT IS LOOKING FOR



## WHAT FAIRMONT HAS TO OFFER



COMPETITIVE  
COMPENSATION



TRAVEL  
PROGRAMS



REFERRAL  
BONUSES



INTERNAL  
JOB BOARD



CAREER  
DEVELOPMENT

[www.fairmontcareers.com](http://www.fairmontcareers.com)



## RESORT TO THE EXTREME

*It's more than just a learning experience.*

*It's an experience you'll never forget.*

*Fairmont*  
HOTELS & RESORTS

IT'S NEVER JUST ANOTHER DAY.

# HOLLAND BLOORVIEW

**Holland Bloorview**  
Kids Rehabilitation Hospital



## KEY FACTS

**Year established:** 1899  
**Number of employees:** 890  
**Industry:** Healthcare  
**Locations:** Toronto, Ontario



WE VALUE THE INNOVATION, FRESH PERSPECTIVES, AND ENTHUSIASM THAT NEW GRADUATES BRING TO THE WORKPLACE. STAFF HAVE THE OPPORTUNITY TO TRULY MAKE A DIFFERENCE FOR CHILDREN WITH DISABILITIES."

- SHEILA JARVIS, CEO

Holland Bloorview Kids Rehabilitation Hospital, located in Toronto, is Canada's largest children's rehabilitation teaching hospital. Dedicated to being at the forefront of clinical care, research, and education, Holland Bloorview Kids Rehabilitation Hospital creates a world of possibility for kids with disabilities.

## WHY HOLLAND BLOORVIEW IS DIFFERENT

A leader in their industry, Holland Bloorview staff and researchers pioneer treatments, technologies, therapies, and real-world programs that give children with disabilities the tools to participate fully in life.

"Knowing the work I'm doing is contributing to the lives of children with disabilities is incredibly rewarding," says Lauren Muir, communications assistant at Holland Bloorview.

The numbers of lives that people like Muir impact each day are impressive. The dynamic team at Holland Bloorview serves about 7,000 children each year, with about 600 inpatient admissions and 58,000 outpatient visits. Their clients include children with cerebral palsy, acquired brain injury, muscular dystrophy, amputation, epilepsy, spina bifida, arthritis, cleft-lip and palate, autism, and other developmental disabilities. The rehab hospital is a world-class teaching hospital fully affiliated with the University of Toronto.

Holland Bloorview's state-of-the-art building has been recognized by the International Academy for Design and Health as "an inspirational building ... which speaks to a child's right to participate in our society." From therapy facilities and recreation areas to resource centres and conference services, the building includes a variety of innovative features that

enables Holland Bloorview to serve all clients and families under one roof.

## WHY YOU'LL LOVE HOLLAND BLOORVIEW

Holland Bloorview offers new graduates the opportunity to join a dynamic team that does remarkable work on a daily basis to impact the lives of children with disabilities.

As a teaching hospital, Holland Bloorview welcomes more than 400 students per year. This not only shows their commitment to developing professionals early in their career, but also means there are opportunities for other staff members to mentor and supervisor students. This allows their new graduates to develop management skills that they take with them throughout their professional career.

# LAURA THOMPSON

University of Toronto, 2009

## How did Laura join Holland Bloorview?

Laura's experience as a volunteer, summer staff, and student at Holland Bloorview helped her land a great job.

## What is Laura's role at Holland Bloorview?

As an occupational therapist in pediatric rehabilitation, Laura works with children, young adults, and their families.

Holland Bloorview is enriched by the ongoing learning and development of staff. They provide support for their involvement in a range of continuing education initiatives. Support is provided for attending and/or participating in conferences, work shops, and courses, plus paid professional development days for attending conferences, workshops, writing exams, studying, and writing papers.

There is also a wide variety of in-house learning opportunities, as well as research opportunities within the Bloorview Research Institute.

## THE PERKS

At Holland Bloorview, new employees are offered a number of benefits, which include competitive salaries, a bursary program (to help staff in academic programs at the degree, diploma and certificate level), an on-site fitness facility, an Employee Assistance Program, and flexible hours.

An additional benefit offered is through part-

nerships with companies in their community who offer staff discounts for external recreation and retail. Some staff discounts include tickets for Ontario Place, Canadian National Exhibition, Canada's Wonderland, Ontario Science Centre. Other perks include an Employee Cell Phone Purchase Plan program, discounted gym memberships, and TTC Metropasses, to name a few.

Other benefits at Holland Bloorview include an active social committee, which puts on various events such as a holiday party and summer BBQ's in their Spiral Garden. They also have an on-site day care called Kindercircle, which accommodates children from three to 30-months-old.

## HOW TO APPLY

All interested candidates are invited to submit their application online by visiting: <http://www.hollandbloorview.ca/careers/currentopenings/index.php>

## WHAT HOLLAND BLOORVIEW IS LOOKING FOR



## WHAT HOLLAND BLOORVIEW HAS TO OFFER



REWARDING ENVIRONMEN



## COMPETITIVE COMPENSATION



## EDUCATIONAL ASSISTANCE



## QUALITY MENTORSHIP



## ON-SITE FITNESS

# Wonder why we're among the best?



## Possibility.

**It's a spirit that fills  
Holland Bloorview.**

It starts with respect for every child and the belief that all children deserve to participate fully in life. It's curiosity and imagination that brings our staff together.

We are always looking for great talent to join our team. Check our website for current postings.

**We are honoured to be one  
of Canada's Top Employers  
for Young People 2012.**



# Holland Blooooview

## Kids Rehabilitation Hospital

[www.hollandbloorview.ca](http://www.hollandbloorview.ca)



# HUMBER COLLEGE

## INSTITUTE OF TECHNOLOGY & ADVANCED LEARNING



### KEY FACTS

**Year Established:** 1967  
**Number of Employees:** 1379  
**Industry:** Education  
**Locations:** Toronto, Ontario



**HUMBER IS A LEADER IN POSTSECONDARY EDUCATION. OUR COMMITMENT TO INDIVIDUAL PROFESSIONAL DEVELOPMENT AND COLLEGE-WIDE COLLABORATION MAKES HUMBER A DESIRABLE PLACE TO WORK."**

*- CHRIS WHITAKER, PRESIDENT AND CEO*

A leader in postsecondary education, Humber College Institute of Technology & Advanced Learning provides innovative, career-focused post secondary learning opportunities for people of all ages and across a broad range of interests. Located in Toronto, Humber offers more than 150 full-time programs across a wide range of credentials including: bachelor's degrees, diplomas, certificates, Ontario graduate certificates, and apprenticeships. Humber professors are experienced and respected professionals, supported by strong industry contacts.

By enrolling at Humber, students have the chance to develop the real-world skills that position them for career success when they graduate. Humber programs offer a highly personalized and flexible path that will take students exactly where they want to go by enabling them to connect with their chosen

industry and stay current with the needs of the job market.

At Humber, it's all about getting the kind of education that will help set a student apart, put them a step ahead of the rest, and, above all, make them stand out from the crowd.

### WHY HUMBER IS DIFFERENT

"Humber definitely isn't a routine classroom-based school," says John Mason, Humber College's vice-president of student and corporate services. "Humber's broad range of programs allows students to develop their interests in an environment focused on experiential and collaborative learning. Our end goal is to help our students graduate, build their career, and really contribute to society and the economy."

Humber offers many opportunities for stu-

dents to enter, upgrade, or advance in the workplace. Their programs offer a unique blend of theory in the classroom, supported by hands-on practice in the labs. Even better, many of the programs offer a co-op work experience that allows students to apply theoretical learning in a real-life setting.

### WHY YOU'LL LOVE HUMBER

Humber prides itself on its faculty, a group of professionals who are experienced, respected, recognized, and supported by industry. Their close connection to their community and employers help students prepare to be confident contributing members of the workplace.

"Professors have a strong commitment to teaching and learning excellence and are respected professionals in their chosen field. Their passion and enthusiasm carries over to



# NATANYA BARROCKS

**Humber College, 2012**

## How did Natanya join Humber College?

After her internship, Natanya graduated with a degree in human resources management, landing her an HR job at Humber.

## What is Natanya's role at Humber College?

Natanya now works for humer as a recruitment and job evaluation coordinator.

all the other departments at Humber including the libraries, information technology, facilities, residences, areas of excellence and student development such as our outstanding recreational and varsity teams,” says Mason. “The great thing about Humber is that everyone, including faculty, support staff, administrators, and student leaders are all working toward a common goal of student success in the classroom.” “Humber truly is a great place to work,” says Mason. “We’re all working towards student success in the classroom and we’re very well supported in our efforts to do that.”

## THE PERKS

Support systems for staff at Humber are comprehensive and include a competitive compensation and benefits package, appealing vacation allotment for all staff, as well as an on-site fitness facility that's free of charge for faculty and staff.

In addition to the encouraging team environment and personal benefits, Humber offers

staff the opportunity to advance their professional development through a variety of different mediums, including training and education in presentation skills, leadership development, writing, management, and more.

"We're currently undergoing a period of growth at Humber," says Deb McCarthy, associate vice-president of human resources. "We've been growing rapidly over the last five years and have seen increased demand for our programs, so we've been adding new academic programs, more faculty and staff, and new services. It's a great time to join our team."

## HOW TO APPLY

To apply for a position of employment at the Humber College Institute of Technology & Advanced Learning, visit [www.humber.ca/careers](http://www.humber.ca/careers) to submit your résumé and cover letter.

## WHAT HUMBER COLLEGE IS LOOKING FOR

## Interpersonal skills

## Communication skills

Works well in teams

## Innovative and creative

## Self-motivated

## Organizational skills

## Time management



## COMPETITIVE SALARIES



## COMPREHENSIVE BENEFITS



## PENSION PLAN

TUITION  
REIMBURSEMENTPROFESSIONAL  
DEVELOPMENT

more  
for you

**Humber is thrilled to be named one of Canada's Top Employers for Young People.**

**As one of Canada's largest and most dynamic postsecondary institutions, Humber attracts and retains employees in many ways including:**

- \* professional development
- \* competitive compensation
- \* health benefits
- \* inclusive and positive culture



**humber.ca/careers**

## WHAT HUMBER COLLEGE HAS TO OFFER

IKEA



## KEY FACTS

**Year established:** 1943

**Number of Employees:** 131,000

**Industry:** Retail

**Locations:** AB, ON & QC and BC  
(with locations in 36 other countries worldwide)



AT IKEA, OUR CORE VALUES ARE TO OFFER DOWN-TO-EARTH, STRAIGHTFORWARD PEOPLE THE POSSIBILITY TO GROW, BOTH AS INDIVIDUALS AND IN THEIR PROFESSIONAL ROLES.”

- KERRI MOLINARO, PRESIDENT, IKEA CANADA

IKEA Canada Limited Partnership is a leading home furnishings retailer that operates in 11 stores across Canada. IKEA opened its first North American store in 1976 in Richmond, B.C.

IKEA offers Canadians inspiring, affordable furnishing ideas and solutions for a better everyday life at home. IKEA's business idea supports this vision by offering a wide range of well-designed, functional home furnishing products at prices so low that as many people as possible can afford to buy them. IKEA's core areas of expertise are kitchens, living rooms, and bedrooms. IKEA also offers a broad range of services, such as installation, deliv-

ery, measurement, and shopping services as well. IKEA Canada is part of Sweden-based Inter IKEA BV, which operates the familiar blue and yellow stores around the world. Founded in 1943 by Ingvar Kamprad, IKEA is the world's most successful international home furnishings retailer, operating over 325 stores in 37 countries and more than 131,000 employees.

## WHY IKEA IS DIFFERENT

While there are many reasons to join IKEA, if you ask an IKEA co-worker why they stay at the company for so long, their number one response is “because of the people and the great work

environment!” IKEA co-workers tend to be down-to-earth, hard workers with a genuine willingness to work together.

What makes IKEA different is the emphasis placed on recruiting co-workers who share the company's values.

There's also plenty of room to move around within IKEA. To most of our customers, “working at IKEA” means working at an IKEA store. But it takes hundreds of other roles to create low-priced, well-designed products that improve your life at home. IKEA has a greater variety of jobs than most other companies in the world. If you want to try something new, you have the opportunity to move to another role within IKEA. The various departments



## ANDREW LOSIER

McMaster University, 2009

### How did Andrew join IKEA?

Andrew started with IKEA part-time in the summer of 2008, continuing to work during the school year – and beyond!

### What is Andrew's role at IKEA?

Andrew supports Canada's facility manager on developing solar and alternative energy solutions.

include sales, communications and design, customer relations, product development, finance and operations, human resources, information technology, logistics, marketing, purchasing, and more!

In order to attract the most passionate IKEA enthusiasts, IKEA offers its employees innovative training and leadership programs, and provides them with the tools they need to succeed. If you are the right person for the job, learning with support and coaching is a way of life at IKEA. Each year, IKEA Canada publishes a Learning & Development program guide that includes a myriad of unique training opportunities in the form of local in-store training, national training, and specialized workshops to develop job competence, management, and leadership abilities.

The IKEA Backpacker initiative is one of the many unique professional development programs that are offered by IKEA. By participating in the IKEA Backpacker program, co-workers have the opportunity to travel for a year and work alongside a mentor in different store locations around the world.

## THE PERKS

In addition to many training opportunities, IKEA offers a 75 percent educational assistance reimbursement

program for training development, as well as on-site benefits such as subsidized meals, home furnishing discount program, interest-free store charge program, co-worker restaurant and lounge, meditation room, and home furnishings resource centers. All part-time and full-time co-workers are eligible for health benefits and paid time off is available for co-workers to take vacation, celebrate holidays, or take care of themselves in the case of illness. Co-workers are also eligible for the IKEA Group RRSP to help start planning for the future. And, since IKEA matches a portion of your contributions, your money will grow even faster!

As part of the IKEA Canada Total Compensation package, IKEA ensures that salary and benefits remain competitive on each local market. This, combined with a great work environment help contribute to IKEA's goal to be the best employer to work for!

## HOW TO APPLY

IKEA is currently in a period of growth, expansion, and career opportunities. They are always looking for new, energetic talent to join their team! Interested? Visit [www.IKEA.ca/careers](http://www.IKEA.ca/careers).

## WHAT IKEA HAS TO OFFER



# We're for careers filled with opportunity!

Find out more about working with us at:

[www.IKEA.ca/careers](http://www.IKEA.ca/careers)





# INFORMATION SERVICES CORPORATION



**Information  
Services  
Corporation**



## KEY FACTS

**Year established:** 2000  
**Number of employees:** 300  
**Industry:** Government  
**Locations:** Saskatchewan



**THESE AWARDS SPEAK VOLUMES  
ABOUT THE TYPE OF INCLUSIVE AND  
INNOVATIVE WORKPLACE THAT ISC  
EMPLOYEES BUILD EVERY DAY."**

*- JEFF STUSEK, PRESIDENT AND CEO*

Information Services Corporation (ISC) is a provincial Crown corporation responsible for registries in Saskatchewan. ISC takes on the important role of authenticating and validating the information that supports the many milestones of life that affect us all, from official documentation of births, deaths, and marriages, to proof of incorporation and ownership of business, as well as the final word on what land you own, its boundaries, and if there are any liens against the equipment or property you own.

As their name indicates, ISC is centered on the management of information, but that hasn't stopped them from being innovative. As a Crown corporation they never lose sight of the need to support and promote their province, their people, and their economy. For ISC that means the promise of secure and reliable information and always putting their customers at the forefront of how they do business.

With over 300 employees and eight services centres around the province, ISC is consistently rated as one of the top companies in the country. In 2012, ISC was recognized as one of the top employers in Saskatchewan, one of the best diversity employers in Canada, and one of Canada's greenest employers. ISC is also a founding member of Excellence Canada, and in 2011 was the first Saskatchewan company to be recognized with the Silver Canada Award for Excellence.

## WHY ISC IS DIFFERENT

"ISC has grown significantly over our 12-year history, and that growth makes our environment a truly exciting place to work," says Paul McGregor, Manager, Organizational Development at ISC. "Company growth has enabled and inspired employee growth."

Employee growth is encouraged through con-

tinuous learning. ISC offers access to technical and corporate training in addition to diversity, stress management and retirement planning. ISC also hosts lunch n' learn sessions where guest speakers address topics from cultural traditions to financial planning.

"We're an increasingly diverse organization," says McGregor. "Our employees come from a variety of different backgrounds with unique skill sets. We openly support and foster positive collaboration across the organization, and are committed to engaging employees from all walks of life."

Over the years, ISC has been proud to offer a variety of opportunities to young professionals through work and co-op placements, as well as summer student and internship opportunities. Many have been promoted to more permanent positions within ISC, and their fresh perspectives are critical to ISC's success.





## CRISTIAN BARRENO

University of Regina, 2010

### How did Cristian join ISC?

Cristian joined ISC as a summer student in 2010 and has continued on with other opportunities after convocation.

### What is Cristian's role at ISC?

As a Marketing Intelligence Analyst, Cristian is responsible for gathering, analyzing, and reporting information.

## WHY YOU'LL LOVE ISC

As a company that cares about its employees in the same way it values its customers, ISC makes great efforts to encourage healthy lifestyles among its employees. In addition to fun and motivational annual wellness challenges, employees receive a monetary wellness credit for gym memberships and classes, free fruit in the lunch room, and access to a healthy workplace consultant who helps everyone strive for a healthy work-life balance.

Health and wellness aren't the only things to be celebrated at ISC. Awarded as a diverse workplace, ISC employees don't shy away from their differences, coming together to form a Diversity and Equity Working Group that works year round to celebrate diversity. The group enables employees to learn from each other and fosters understanding and appreciation of the value of diversity, which benefits the organization, employees, and the community.

Since working with ISC, McGregor has be-

come aware of just how unique the corporation is, and knows that the caring, inclusive nature of the organization can help entice new graduates to apply.

"For people entering the workforce, there's a desire to work for an organization that has values they can identify with and a workplace culture they can thrive in," says McGregor. "ISC is committed to creating an environment that supports employees so they can be comfortable sharing their whole self at work."

## HOW TO APPLY

All interested candidates are invited to submit their application online by visiting: [www.isc.ca/careers](http://www.isc.ca/careers)

Or by mailing their résumé and cover letter (tailored to the position to which you are applying) to: 10 Research Drive, Suite 300, Regina, Saskatchewan, S4S 7J7

## WHAT ISC IS LOOKING FOR



## WHAT ISC HAS TO OFFER



# ISC is proud to also be

one of **Saskatchewan's Top Employers**, one of **Canada's Best Diversity Employers** and one of **Canada's Greenest Employers**.



# MANULIFE FINANCIAL



## KEY FACTS

**Year established:** 1887

**Number of employees:** 26,000+

**Industry:** Financial Services

**Locations:** BC, AB, MB, ON, QC, NL  
and NS with offices in the U.S. & Asia



MANULIFE IS WHERE YOUNG PEOPLE CAN MAKE A DIFFERENCE. WE PROVIDE CAPABLE PEOPLE WITH PLENTY OF CHALLENGE, OPPORTUNITY, AND GROWTH. ALTHOUGH I'M NO LONGER YOUNG, THAT'S WHAT'S KEPT ME HERE FOR 31 YEARS."

- DONALD A. GULOIEN, PRESIDENT AND CEO

On Bloor Street, between Sherbourne and Church lies Manulife Financial, one of the largest financial services companies in the world. Established in 1887, Manulife is decidedly a Canadian institution. Back then it was known as The Manufacturer's Life Insurance Company and the president of the company was none other than Canada's first Prime Minister, Sir John A. Macdonald. In 1897, Manulife was already thinking globally. The company had set up operations in China and Hong Kong — a move that would prove to demonstrate forward thinking over 100 years later.

Fast forward to 2012: Manulife's presence not only remains strong in Canada, but has also further expanded in the U.S. through the acquisition of John Hancock. In Asia, the company now operates in 11 countries and territories. Manulife has continued its diversification into financial services other than their core

business of life insurance by extending their product and service lines to include wealth management, banking products, and asset management services to institutional clients.

## WHY YOU'LL LOVE MANULIFE

Type A and B personalities are welcome to apply, but Manulife strongly prefers what they like to call "type M."

"We look for top performing students, the complete package, which includes a combination of academic results and work experience. We are also looking for students who have demonstrated leadership potential through community involvement on or off campus," says Maureen Neglia, vice president of global talent management at Manulife.

After 125 years in the business, the student placement process at Manulife is a well-oiled

machine. With a focus on new graduate development, including financial support for credential completion provided, there are a number of programs offered:

Actuarial co-op, internship, and development programs — For students looking to acquire the skills and experience for a successful actuarial career, there are a range of three different programs — from a more comprehensive rotational program for new graduates to a summer internship for those still in school.

Leadership development program — High performing MBA grads will make the grade with this global program that involves a rigorous process for selecting highly successful students who have a desire to build a leadership career at Manulife.

Finance, accounting, and investment programs — Whether you are looking to pursue your CA, CMA, CGA, or CFA, aspiring stu-



## LISE ARBEZ

University of Manitoba

### How did Lise join Manulife?

Manulife's recruitment and interview experience left no doubt in Lise's mind about where she wanted to work.

### What is Lise's role at Manulife?

After Manulife's actuarial development program, Lise now works in Tokyo doing quarterly reporting on new business.

dents within each of these three professional streams can get a good career start in a variety of rotational, co-op, and internship programs by making real contributions to the business through a diverse range of meaningful and challenging roles.

**Inside sales program** — Business and commerce grads who are self-starters and driven to succeed will fit in nicely as sales professionals with unlimited potential in group benefits, wealth management, individual insurance, and banking sectors.

**Information systems co-op program** — Students work closely with, and learn from, some of the most experienced professionals in the field to gain experience in roles that range from business systems analyst to software developer and designer positions.

**Underwriting program** — A background in health sciences, with a strong mathematical aptitude, is what it takes for new grads seeking a creative, entrepreneurial, and vibrant role to thrive in this area.

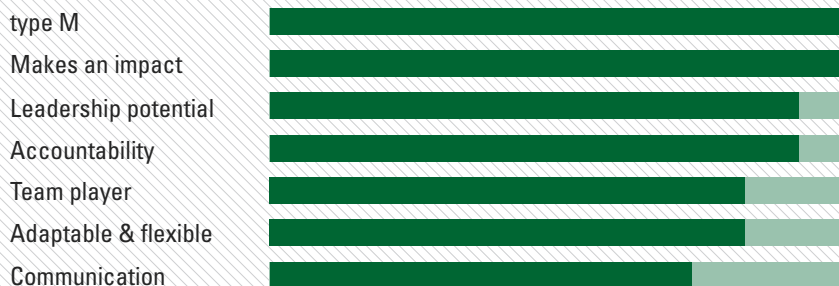
## WHY MANULIFE IS DIFFERENT

The opportunities to work for a great Canadian brand, gain a broader global perspective, and develop her career were all factors for Neglia when she began working at Manulife over a year ago. "Everything I thought it was on the outside is how it is on the inside," says Neglia. "The environment is great for young people starting their career."

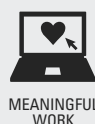
## HOW TO APPLY

To access Manulife's campus program positions, check with your campus career centres for all graduate, co-op, and internship postings. Join Manulife's Campus CoNNect mailing list: a newsletter with a student focus on career development. As a growing global company, international students — especially those with Asian language capabilities — are encouraged to apply. For information on Manulife's commitment to attracting and developing top talent, visit [www.manulife.com/oncampus](http://www.manulife.com/oncampus).

## WHAT MANULIFE IS LOOKING FOR



## WHAT MANULIFE HAS TO OFFER



are you  
type **M**?

- ✓ driven, passionate & smart?
- ✓ seeking challenges?
- ✓ adaptable & flexible?
- ✓ excited to work with industry leaders?
- ✓ have a global mindset?
- ✓ looking to grow?
- ✓ ready to make an impact?

If so, opportunity awaits.

Kick-start your career doing work that matters. Explore Manulife, a leading Canada-based financial services group with principal operations in Asia, Canada and the United States. Opportunities await for your future — we're looking forward to meeting you.



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**Manulife Financial**  
For your future™



# ROGERS COMMUNICATIONS



## KEY FACTS

**Year established:** 1960

**Number of employees:** 28,000+

**Industry:** Communications

**Locations:** National



**WE'VE GOT TREMENDOUS EMPLOYEES, A SEASONED MANAGEMENT TEAM AND ONE OF THE THINGS I LOOK FORWARD TO IS WORKING WITH EVERYBODY."**

*- NADIR MOHAMMED, PRESIDENT AND CEO*

It would be hard to go through an entire day without crossing paths with a product or service from the Rogers brand family. Just by standing in line at your local grocery store, you'll see MacLean's, HELLO! Canada, FLARE, and Chatelaine filling up the magazine rack. Leading in market share in their wireless division and employing over 28,000 Canadians across the country, it's hard to believe the company's humble beginnings date back to 1960, when company founder Ted Rogers was inspired by his father's ingenuity in inventing the first alternating current radio tube. Determined to follow in his footsteps, Ted Rogers went into the radio business and expanded the company into what it is today. Rogers Communications Inc. is a multi-platform, communications and media empire with interests in television, radio, publishing, sports (including ownership of the Toronto Blue Jays), and wireless services.

## WHY ROGERS IS DIFFERENT

With roots in the entrepreneurial spirit, Rogers attracts talent through its culture. Employees are expected to be innovative and to take chances. "It's a safe space where risk taking is encouraged," says Christina Nestor, a new grad in the human resources rotational development program. Successes are rewarded through the Rogers Corporate Recognition Program, where exceptional results are acknowledged in three key areas: business impact, customer first (for outstanding customer service), and community involvement. The CEO awards, as the name suggests, recognizes individual achievement and is selected by the CEO personally.

Corporate social responsibility is also a significant part of Rogers' appeal. While many other organizations toss the term around loosely for

brownie points, Rogers has actually made a serious commitment: one percent of net earnings before taxes are reserved for various charities, including partners of the company's signature giving program – The Rogers Youth Fund – and through the Imagine Canada Caring Company network.

## WHY YOU'LL LOVE ROGERS

New grads can expect support from the beginning of their careers and all the way through it at Rogers. Upward mobility and internal promotions are encouraged through a number of development programs. The Walk a Mile program gives employees the opportunity to experience Rogers through the eyes of the customer as part of their long term career planning, which is in line with one of the company values of customer focus. The Emerging





## CHRISTINA M. NESTOR

Queen's University, 2012

### How did Christina join Rogers?

Christina got this job through Queen's School of Industrial Relations.

### What is Christina's role at Rogers?

Christina is rotating through three different areas of HR in her first year of employment with the Rogers HR team.

Leaders program gives those with no supervisory experience, training in people management skills, allowing for a smoother transition into senior roles. Being an equal opportunity employer, women are supported through the Rogers Women's Network where guest speakers offer advice on career management; mentoring opportunities are also available.

In a world that is constantly changing, and with Rogers striving to lead it, employees are encouraged to stay on top of their professional development through FastTrack, an online training system complete with modules and a resource library. People managers also have access to Harvard Business Publishing's Management® program which teaches the most effective management skills used to date.

## THE PERKS

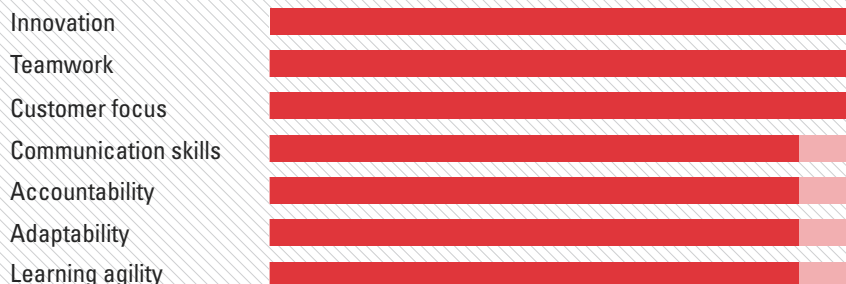
Everyone likes a bargain, and when those discounts include quality products, it's all the more impressive. Rogers employees enjoy a

significant discount on wireless, cable, internet, home monitoring, home phone services, magazine subscriptions, Toronto Blue Jay tickets, items ordered from the Shopping Channel and ebeauty.com too. You can also offset your discounted purchases and use your savings to contribute to the Rogers Employee Share Plan. You get an immediate return on investment from a progressive matching contribution – the longer an employee is a member of the plan, the greater the amount Rogers contributes

## HOW TO APPLY

At university and college campuses across the country, Rogers actively recruits new grads for co-op opportunities, internships, internal rotational programs, and permanent positions, which are posted in the career section of their website at [jobs.rogers.com](http://jobs.rogers.com). Google Social@Rogers and stay connected through their Facebook, YouTube, and Twitter accounts.

## WHAT ROGERS IS LOOKING FOR



## WHAT ROGERS HAS TO OFFER



EMPLOYEE DISCOUNTS



WALK-A-MILE PROGRAM



EXCITING WORK



GREAT PEOPLE



INNOVATION

# Creating World-Leading Internet Experiences.



Download speeds like you've never seen before.

### WIRELESS LTE

We were first to launch the lightning-like speeds of LTE in Canada – the fastest wireless network technology on the planet. With LTE you can download a song or a photo in under a second.<sup>1</sup> So buckle up; the fastest-ever mobile internet speeds are now here.

### CABLE HI-SPEED

We were also first to launch cable Hi-Speed internet in North America. And now we've increased our top speeds by 50%. Clocking in at a blistering 75 Mbps,<sup>2</sup> that means only Rogers gives you the fastest internet that's available in the most homes.<sup>3</sup> The result? You can download an entire movie within a dizzying 90 seconds.<sup>1</sup> Record-setting speeds like that have to be experienced to be believed.

So what's next? If you're with Rogers, you'll be the first to know.

[rogers.com/InternetExperiences](http://rogers.com/InternetExperiences)



Rogers LTE network available in select Canadian cities. Visit [www.rogers.com/coverage](http://www.rogers.com/coverage) for details. <sup>1</sup> Times specified are approximations only and will vary depending on size and quality of content. Movie download time based on SD content. <sup>2</sup> Based on Ultimate tier. Speeds may vary with traffic, server gateway/router, computer (quality, location in the home, software and applications installed), home wiring, home network or other factors. Also see the Acceptable Use Policy at [rogers.com/terms](http://rogers.com/terms). Modem set-up: the system is configured to maximum modem capabilities within Rogers own network. <sup>3</sup> Based on Ultimate tier available within Rogers cable footprint as compared to competitor's highest tier service restricted to limited areas. Copyright © 2012 Columbia Pictures Industries, Inc. and Metro-Goldwyn-Mayer Pictures Inc. All Rights Reserved. ©2012 Rogers Communications.

# SASKATCHEWAN GOVERNMENT INSURANCE



## KEY FACTS

**Year established:** 1945  
**Number of employees:** 1,900  
**Industry:** Insurance  
**Locations:** SK, AB, MB, ON, PE



COMPETITIVE SALARIES, BENEFITS, CAREER OPPORTUNITIES AND WORK-LIFE BALANCE COUPLED WITH EMPLOYEES WHO CARE ABOUT THE COMPANY AND THE COMMUNITY MAKE THIS A REWARDING WORKING ENVIRONMENT."

- ANDREW CARTMELL, SGI, PRESIDENT

Created in 1945, SGI (Saskatchewan Government Insurance) evolved into two distinct operations – SGI (the Saskatchewan Auto Fund) and SGI CANADA. The Saskatchewan Auto Fund is the province's compulsory auto insurance program, operating the driver licensing and vehicle registration system.

SGI CANADA is a well-established property and casualty insurance company. It operates as SGI CANADA in Saskatchewan, SGI CANADA Insurance Services Ltd. in Alberta and Manitoba, the Coachman Insurance Company in Ontario, and is a partner in the Insurance Company of Prince Edward Island (ICPEI) in the Maritimes. More than 1,900 people are employed throughout the company.

## WHY SGI IS DIFFERENT

If you want to work for a company that takes good care of its employees, look no further. Between professional development, work-life balance, benefits, and work environment, it's no wonder that SGI is great place for recent grads.

## THE PERKS

While many grads expect little time off when they begin their careers, most employees at SGI enjoy an extra day off every two weeks, and vacation time that increases with years of employment. "We have the ability to give (employees) flexibility with their hours as well," says Tamara Erhardt, VP of Human Resources and Corporate Services. Young employees can enjoy SGI's Presi-

dent's Youth Advisory Council (PYAC), of which all employees 30 and under are automatic members. The group does activities to promote youth within the company, and a sense of community. It has an annual professional development convention, as well as community and volunteer activities throughout the year.

In fact, the community feel is a big bonus at SGI. "Whenever we ask what (employees) like best about working here, they say it's the people they work with. And we often hear our staff say we're not just a company, we're a community," says Erhardt.

## WHY YOU'LL LOVE SGI

The benefits don't stop at work-life balance and a youth-friendly setting — there's an opportunity to really grow here.



## NICOLE BERRY

University of Regina, 2008

### How did Nicole join SGI?

Through the Gradworks program, Nicole was hired as a Research Officer in the Corporate Consulting Department.

### What is Nicole's role at SGI?

Nicole is now the Supervisor of Driver Records in Driver and Vehicle Safety Services.

"We sponsor insurance education programs and if people want to take a program at a university that is applicable to their career growth within the company, we do reimburse educate fees," says Erhardt. Want to achieve the Certified Management Accountant designation? Or become a Chartered Insurance Professional? These are just some examples of what SGI supports.

There are also programs within the company to support growth. Erhardt says, "We have a comprehensive catalogue of internal training that's available to staff, both for professional development and personal growth.

"We encourage job shadowing for employees who just joined the company ... and if you're interested in changing your career path while you're working with us, it gives you an opportunity to see what really goes on within those other jobs before you actually apply."

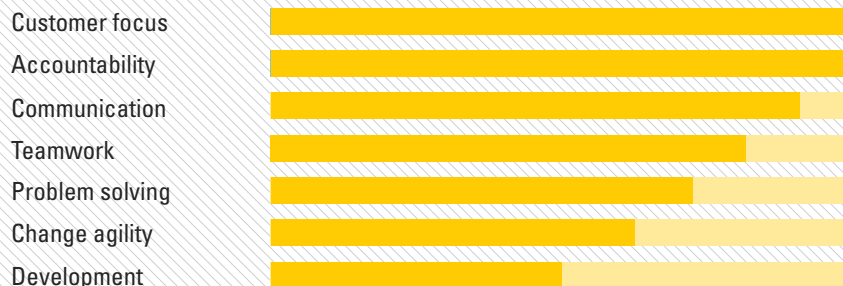
And even though SGI is an insurance com-

pany, it is substantial in size, with a wide variety of career choices. Students can get a feel for various positions through SGI's internship, apprenticeship, and mentorship programs. Through the government program Gradworks, recent graduates can find an internship to match their desired career path, whether it's in corporate consulting, human resources, or claims support services. SGI's regular internships include: claims, communications, underwriting, finance, and traffic safety promotion.

### HOW TO APPLY

Interested? Students and recent graduates are encouraged to visit [www.sgi.sk.ca](http://www.sgi.sk.ca) and view the careers page to find out more about the internships, apprenticeships, and career opportunities available. You can also follow the company on Facebook for up-to-date postings about career opportunities and fairs. If you have any inquiries, send them to [recruithelp@sgi.sk.ca](mailto:recruithelp@sgi.sk.ca).

## WHAT SGI IS LOOKING FOR



## WHAT SGI HAS TO OFFER



DIVERSE CAREERS



GREAT COWORKERS



TEAM ORIENTED



COMPETITIVE SALARIES



GREAT BENEFITS



SGI is not  
just a  
company  
– it's a  
community.



Whatever you're passionate about, we've got something that fits with almost 200 different types of jobs to choose from. And to help you grow your career, we support the training you need to meet your goals.

Go to [www.sgi.sk.ca](http://www.sgi.sk.ca) and check out our career section, or like us on Facebook to get job ad notifications.



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[www.sgi.sk.ca](http://www.sgi.sk.ca)



# SUNCOR ENERGY



## KEY FACTS

**Year established:** 1967

**Number of employees:** 13,000

**Industry:** Energy

**Locations:** SK, AB, ON, QC, NF  
with offices in the U.S. & Europe



SUNCOR IS AN EXCELLENT PLACE TO GROW YOUR CAREER. WE WANT TO ENSURE THAT GRADUATING STUDENTS WHO HAVE DRIVE, AMBITION, AND THE RIGHT ATTITUDE ARE WORKING HERE. OUR YOUNG PEOPLE ARE OUR FUTURE."

- STEPHANIE RYAN, DIRECTOR, TALENT ACQUISITION

Resource extraction and development is big business in Canada, and it's impossible to think of petroleum in this country without also thinking of the Alberta Oil Sands. As the largest petroleum company in Canada, Suncor Energy is a major player in oil sands development. With refineries in Alberta, Ontario, Quebec, and Colorado, as well as on and off-shore oil and natural gas exploration operations, they have a diverse portfolio.

In addition to exploration, extraction, and refining of petroleum, Suncor owns the Petro-Canada commercial gas chain, with over 1,500 stations across the country. The company also produces oil-based lubricants that are sold in over 70 countries.

As an integrated energy company, Suncor has also invested in wind power, with six projects operating in Ontario, Alberta, and Saskatchewan, the combined output of which equals enough to power 100,000 homes. In the realm of bio-fuels, the company opened their St. Clair Ethanol Plant in Ontario in 2006, the largest of its kind in Canada.

## WHY SUNCOR IS DIFFERENT

The diversity of its interests speaks to the varied nature of Suncor's business structure and its need for creative problem solvers.

"I think as an organization we're very appealing, because we're leading our industry in innovative environmental tech-

nology," says Stephanie Ryan, director of talent acquisition for Suncor Energy. "When young employees come into our company, they're given challenging work and can oftentimes be working on interesting, high profile projects, where they are encouraged to contribute. It's meaningful, important work for early in a career."

As the company grows, there's opportunity for new grads to grow with it. "We pay well for top talent and there's a lot of opportunity for the qualified, talented people we're looking for," says Ryan. The importance of the work is crucial in Ryan's mind. "We're focused on developing a resource that's fundamental to North America and to our lifestyle. Be-



## JESSICA DAHN

University of New Brunswick, 2012

### How did Jessica join Suncor?

After working with Suncor during her first co-op, Jessica stayed in touch with Suncor to help her find a position.

### What is Jessica's role at Suncor?

Jessica provides support for Suncor's Tailings Reduction Operations, developed to reduce environment impact.

ing a part of something so fundamental to our economy is appealing."

## WHY YOU'LL LOVE SUNCOR

It can be hard to know how to begin one's career path, but companies like Suncor take steps to ease that process. "We have a highly developed student and new grad program," says Ryan. "We provide young people with strong leadership and mentorship. We have senior professionals in the organization who act as mentors, so there's opportunity to speak with people firmly established in similar careers."

Part of that guidance takes the form of career development opportunities. Suncor's engineering training program allows new grads the opportunity to rotate through various areas of the busi-

ness. Above all, it's about helping employees find their place at Suncor. "We try to make sure it's a good fit for the individual as well as the organization, so that they can see themselves with a long-term career here," says Ryan.

## HOW TO APPLY

The best way to apply for a job with Suncor is to go to their website and click on careers. "We post all of our student and new grad opportunities online, so we encourage anyone who's interested to create a profile on the site," says Ryan. Timing is everything, which is why Ryan suggests interested applicants check back regularly. "We typically hire new grads in September and January for May and August start dates, but we do have opportunities that open up throughout the year."

## WHAT SUNCOR IS LOOKING FOR



## WHAT SUNCOR HAS TO OFFER



VACATION DAYS



EDUCATIONAL ASSISTANCE



FLEXIBLE BENEFITS



SAVINGS PLAN



PENSION PLAN

PUT YOURSELF  
IN OUR  
PICTURE



Imagine building a career as part of a diverse team. See how your contributions are valued and trusted. At Suncor, you'll find a great company committed to safety, sustainability and helping you succeed.

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CANADA'S TOP EMPLOYERS  
FOR YOUNG PEOPLE  
2012

**SUNCOR**  
ENERGY

™ Trademark of Suncor Energy Inc.



SYNCRUDE

Syncrude



## KEY FACTS

**Year established:** 1964

**Number of employees:** 5,000+

**Industry:** Energy

**Locations:** Alberta

“

INNOVATION HAS BEEN IN OUR DNA AT SYNCRUDE SINCE WE BEGAN, SO IT'S A DREAM JOB FOR THOSE WANTING TO APPLY CUTTING-EDGE TECHNOLOGIES AND APPROACHES.”

- SCOTT SULLIVAN, PRESIDENT AND CEO

SynCrude is one of the largest producers of crude oil from Canada's oil sands. It operates a large oil sand mine, utilities plant, bitumen extraction plant, and upgrading facility that processes bitumen and produces value-added light, sweet crude oil for domestic consumption and export. Most employees work out of Fort McMurray, Alta.

## WHY SYNCRUDE?

Recent grads want it all: A good salary, friendly coworkers, constructive mentorship, and an opportunity to grow professionally. Is it too much to ask for all of this right off the bat? Not at SynCrude Canada, where more than 200 co-op students choose to complete their work term

each year and where many recent graduates choose to start their careers.

The company, which is one of the largest producers of crude oil in Canada, spent its first 14 years specializing in research before initiating oil production in 1978. As SynCrude spokesperson Cheryl Robb points out, these research roots still play an important role today as the company strives to lead the way in technology and continuous learning, which in turn leaves plenty of opportunity for young people.

## WHY YOU'LL LOVE SYNCRUDE

A major benefit of working at a well-established company is an abundance of experienced workers to learn from.

“We have more than 400 employees that have more than 30 years with us,” says Robb. “They have invaluable knowledge to share, and we find that helps us attract young professionals who are starting out in their careers.”

Young people don't just work alongside experienced employees, they are mentored by the veterans to help them feel more comfortable in their new roles and learn the ropes of the industry more quickly.

Through the SynCrude Networking Advisor Program (SNAP), new employees have the opportunity to speak informally with an advisor, who is usually a senior employee. The program even offers quarterly social events for young employees and their advisors.





## EMILY SPROULE

University of Alberta, 2010

### How did Emily join Syncrude?

After an eight-month student term with Syncrude, Emily interviewed for a full-time position.

### What is Emily's role at Syncrude?

Emily now works as north mine scheduler.

Once you have your bearings, there's always more skills and knowledge to gain. The oil sands is a highly technical business that requires highly skilled people.

"We believe in continuous learning at Syncrude because a more informed, productive, and motivated workforce is gained if you support continuous learning," says Robb. "Helping employees get new skills and knowledge increases their commitment to the organization."

## THE PERKS

Along with competitive base salaries, Syncrude employees receive vacation days and health and dental benefits. Since the company prefers that employees live in the local community, there is a retention program with incentives for employees to stay in the Fort McMurray area. If you're

a student, you get free rental accommodations during your work term, and there's free airfare to go to and from your home community at the start and end of your work term. If you're a new hire and you're coming from outside, then you're eligible for relocation assistance.

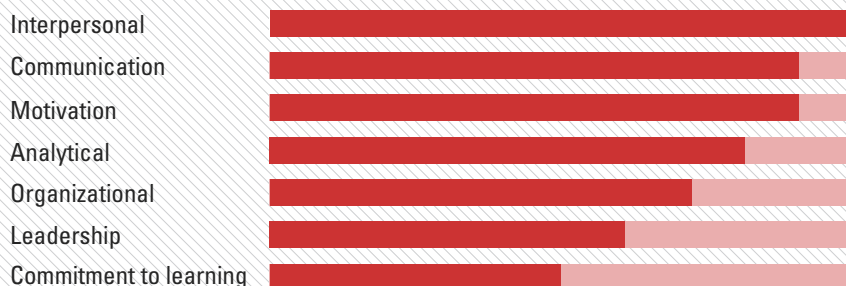
The final retention factor is, for Robb, the icing on the cake. It's the people you get to work with at Syncrude.

"A lot of the people who work here are really passionate about what they do," says Robb. "For me, that is one of the big things that drew me to Syncrude."

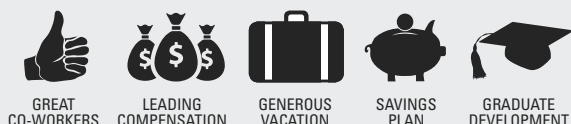
## HOW TO APPLY

Students and recent grads are encouraged to check out the Syncrude careers page and apply through the online applications system at: <http://www.syncrude.ca>.

## WHAT SYNCRUDE IS LOOKING FOR



## WHAT SYNCRUDE HAS TO OFFER



## ENHANCING ENVIRONMENTAL PERFORMANCE, IMPROVING RELIABILITY AND SECURING PRODUCTION FOR DECADES TO COME REQUIRES YOUR CV.

TO WORK FOR A LEADER IN OIL SANDS DEVELOPMENT, VISIT [syncrude.ca/careers](http://syncrude.ca/careers)



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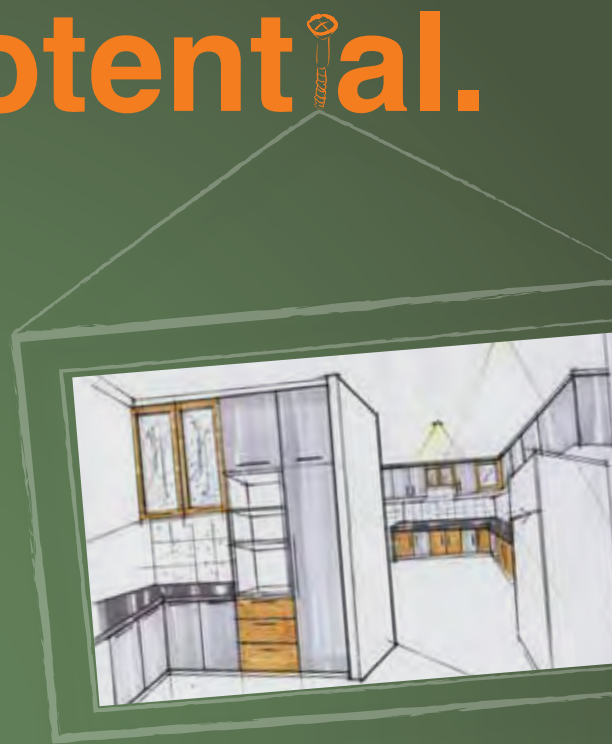
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**Because working here is about more than helping customers choose the right product.** It's about tapping into our inner potential to help people create a space worth calling home. It's called "unleashing your inner orange" and it's about our ability to make a difference in customers' lives where it matters most.

Through extensive training, tuition reimbursement and more, The Home Depot gives us the support we need to expand our knowledge, develop new skills and build promising futures. In turn, we have the confidence to contribute to home improvement projects—both large and small. **That's the power of The Home Depot**

— Jordan, Ashley, Sonia, Home Depot Associates

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So what's next? If you're with Rogers, you'll be the first to know.





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"I'm a fresh graduate. I feel like the CGA designation will provide a lot of opportunity. I've already been recognized at work with more respect and increased pay."

MANJIT BAGRI, CGA  
Manager of Finance, The Herjavec Group Inc.



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